

UNITED NATIONS
ECONOMIC
AND
SOCIAL COUNCIL



53645
Distr.
LIMITED

E/CN.14/WP.6/23/Add.1
29 August 1968

Original: ENGLISH

ECONOMIC COMMISSION FOR AFRICA
Working Party on Manpower and Training
Second session
Addis Ababa, 28 October - 1 November 1968

REPORT ON ECA'S ACTIVITIES:

ACTION TAKEN ON THE RECOMMENDATIONS OF THE
FIRST SESSION OF THE WORKING PARTY ON MANPOWER
AND TRAINING AND ON COMMISSION RESOLUTION 173(VIII)

(second part)

(prepared by the secretariat)

M68-1178

UNITED NATIONS
ECONOMIC
AND
SOCIAL COUNCIL



Dist.
LTD
E/ON.M/WP.6/23/Ann.1
29 August 1968
Original: English

ECONOMIC COMMISSION FOR AFRICA
Working Party on Manpower and Training
Second session
Addis Ababa, 28 October - 1 November 1968

REPORT ON ECA'S ACTIVITIES:
ACTION TAKEN ON THE RECOMMENDATIONS OF THE
FIRST SESSION OF THE WORKING PARTY ON MANPOWER
AND TRAINING AND ON COMMISSION RESOLUTION 173(VII)

(second part)

(prepared by the secretariat)

ME8-1178

ACTION TAKEN ON THE RECOMMENDATIONS OF THE
FIRST SESSION OF THE WORKING PARTY ON MANPOWER
AND TRAINING AND ON COMMISSION RESOLUTION 173(VIII)

In pursuance of Commission resolution 128(VII), setting up working parties in a number of important fields, the first session of the ECA Working Party on Manpower and Training was held in the Commission secretariat at Addis Ababa from 26 September through 1 October 1966.

The central theme for the meeting was "Education and Manpower for Accelerated Development". Accordingly, discussions concentrated on major aspects of African manpower and training problems. In particular, the Working Party considered various working documents dealing with estimates of trained personnel needed for the region's accelerated development; educational departures and innovations motivated by development needs; the need for adequate training policies and strategy; and the organizational requirements which member States should develop in order to be able to undertake for themselves comprehensive manpower planning and training co-ordination within the context of overall development planning. It also considered the urgent necessity for developing African managerial and entrepreneurial potentials.

Information on action so far taken or planned to be taken on the various recommendations of the Working Party and on the relevant Commission resolutions adopting the recommendations is summarized below, after each recommendation or groups of recommendations. It is envisaged that country experts and representatives of interested international organizations and of the OAU will supplement any written report with oral statements on action taken by their organizations with regard to specific recommendations of direct concern to them.

The text of Commission resolution 173(VIII) is appended at the end of the recommendations.

In the light of the discussions, based on the various working documents and the country experiences of the experts, the Working Party made the following recommendations and conclusions:

Education as a factor in economic development

A. Action by African Governments

1. Considering that only a small proportion of those passing through primary education is likely to proceed to higher levels of education or training, the Working Party recommends that the curricula in primary education should be re-examined in the light of manpower needs and with a view to adjusting the aspirations of school leavers to realistic employment opportunities in the economy. To this end governments should also consider appropriate modifications in the curricula of teacher training institutions.

2. Although the desirability of achieving universal, free primary education is recognized, it is recommended, in view of the experience in some of the African countries, that governments should not feel impelled to achieve this goal too rapidly at the expense of other national priorities of economic development. 1/
3. It should be recognized that a high proportion of those actually producing goods and services in Africa receive little or no formal education. It is therefore recommended that governments should give more attention to the need for raising their productivity through some form of training. The role of adult education and youth services should be recognized in such matters.
4. Taking into consideration the bottleneck created by shortage of middle-level manpower in most African countries, resulting from insufficient numbers of secondary school leavers with science, technical and practical background, it is recommended that governments should take positive action to increase the number of secondary school students with science and technical background.
5. The relative proportions of students in the humanities on the one hand, and in science and technology on the other, are inconsistent with Africa's requirements from the point of view of economic development. It is therefore recommended that governments should take steps to ensure that enrolment in various faculties of universities reflects the manpower needs in the African region.
6. In order that the optimum utilization of all available national resources may be directed towards meeting the manpower requirements of the economy, it is recommended that governments should take steps to ensure that opportunities for education and training abroad are utilized only as a supplement to local facilities.

Action taken

The Working Party may wish to recollect that at the recent Conference on Education and Scientific and Technical Training in Relation to Development in Africa, held in Nairobi (Kenya), 16-27 July 1968, member States gave detailed account of the action they have taken on the implementation of their educational, scientific and technical development programmes in relation to economic and social development, as well as the main constraints on their efforts. In so far as the deliberations of that Conference were relevant to the recommendations of the Working Party, due note may be taken of the relevant resolutions of the Conference.

- 1/ The UNESCO Representative asked for it to be recorded that in his view the consideration of this subject belonged more properly to a conference of African Ministers of Education. He therefore expressed reservation on the relevance of this recommendation.

B. Action by international organizations

(Commission resolutions 158(VIII) and 173(VIII) operative paragraph 5(d))

7. It is recommended that the Economic Commission for Africa should actively pursue, in consultation and collaboration with UNESCO and other interested agencies, the implementation of the following recommendations among others, set out in the Third Report of the United Nations Advisory Committee on the Application of Science and Technology to Developing Countries, as they relate to Africa:

- (a) The establishment or reinforcement of centres for the publication of the necessary teaching material on science and technology of a fundamental character in appropriate languages, including local ones;
- (b) The establishment or reinforcement of national teacher-training centres;
- (c) The construction or enlargement of secondary national establishments, regional schools for accelerated training for teachers and schools of normal type;
- (d) The setting up of centres for the scientific and teaching equipment of primary and secondary establishments;
- (e) The establishment or reinforcement of universities of high standard and technological institutes;
- (f) The granting of fellowships annually for nationals of the developing countries for the training of research workers and teaching staff in higher education and higher technical education;
- (g) The extension of the criteria of the Special Fund, so that projects for the establishment or reinforcement, in the developing countries, of faculties of science and research institutions may be included among those which it supports.

Action taken

This subject has been further elaborated at the third and fourth Regional Consultative Group Meetings of the Advisory Committee, held in Addis Ababa in March 1967 and July 1968, as well as in other meetings of the Advisory Committee in which the ECA has participated. These meetings have given opportunities to identify requirements and indicate priorities in promoting the application of science and technology to development in Africa. It is envisaged that ECA and UNESCO will jointly organize a regional symposium on the application of science and technology to development in Africa in 1969 and CASTAFRICA in 1971. Further action will be taken when the formulation of the World Plan of Action is completed.

8. It was felt that there was a need for the establishment of an African regional centre for educational research and technology. It was therefore recommended that, in consultation with UNESCO and other appropriate agencies, the ECA should urgently promote the necessary preliminary studies and if proved to be feasible, pursue the rapid implementation of this project.

Action taken

This proposal was fully discussed in the ECA/UNESCO Joint Staff Meetings of 17-19 May 1967 and 30 July - 1 August 1968. ECA is to further consider UNESCO's evaluation reports on both the survey of mass communication media and the appraisal mission on UNESCO's centres in Africa and subsequently propose what supplementary joint survey and action would be required in order to satisfactorily implement the relevant section of resolution 173(VIII), calling for details of the proposal.

Manpower planning

A. Action by African Governments

(Commission resolution 173(VIII) operative paragraphs 1 and 3)

9. In view of the importance of the role of manpower in economic development, it is recommended that every country in Africa should establish an appropriate machinery charged with responsibility for the assessment and planning of manpower. Such machinery should make provision for ensuring the co-ordination of efforts and strategy in the areas of human resources development and mobilization, including co-ordination of all scholarship awards, establishment of vocational guidance services, etc. It should preferably be placed in close association with the national planning agency and if possible, at the highest level of government. The ECA, in consultation with the appropriate bodies, should give assistance to governments, on request, in establishing, developing or reviewing such national machinery.

10. In view of the fact that one of the pressing problems facing African countries is the shortage of skilled manpower in critical occupations, it is recommended that every African country should undertake, as a matter of high priority, comprehensive surveys of its current and future requirements of trained manpower needed in both the public and the private sectors. Such surveys should attempt to quantify requirements by occupational categories and types of skills in all economic sectors and serve as a guide for educational and training plans,

11. As a basis for formulating future training programmes and utilizing trained manpower more effectively, African countries should establish and maintain registers or other appropriate machinery indicating their actual and potential resources of high-level manpower. In this connexion, the ECA should assist member States, on request, in establishing and developing such registers.

12. It is recommended that given the inevitable shortage of trained manpower for many years to come, more attention should be paid to:

- (a) better utilization of scarce manpower already available;
- (b) up-grading of existing manpower or intensive short training courses;
- (c) temporary assistance of expatriate specialized manpower which could be hired out on the principle of its gradual phasing out;
- (d) expanding programmes of training nationals in skills essential to economic development.

Action taken

Most African countries are known to have undertaken a comprehensive assessment of their manpower and training requirements and to have established appropriate machinery for manpower planning and training programming over the past two years. Details of action thus far taken or planned and of problems limiting the effectiveness of such action are contained in documents E/CN.14/WP.6/21, "Identified Manpower and Training Problems in Africa: Status Report" and MPTR/7-67/Rev.1, "Notes on National Machinery for the Co-ordinated Administration of Training in African Countries".

B. Action by international organizations

(Commission resolution 173(VIII) operative paragraphs 1 and 4)

13. It is further recommended that the ECA should, in association with the appropriate bodies, provide member Governments, on request, with the necessary assistance for conducting manpower surveys and for the establishment and development of national registers of high-level manpower resources.

Action taken

A Regional Adviser in Manpower Planning has been appointed since May 1967 and his services have been available to several member States so requesting for the purpose of assisting with the evaluation of their manpower programmes and advising on the establishment and development of necessary machinery for manpower planning action. In order to ensure that indigenous trained personnel is available to take the needed action on a continuing basis, annual training courses in the techniques and methodology of manpower planning and training programming was initiated since 1967.

14. In this connexion, the attention of the ECA is drawn to the urgent need for specialized agencies, in continuing their studies of manpower resources, to pay particular attention to evolving methodology for the

Action taken

Two training courses for African manpower planners and administrators of national training programmes have been completed and 27 Africans participated. They were organized by the ECA in collaboration with IDEP, ILO, FAO, WHO, UNIDO, UNESCO and USAID.

The African Institute for Economic Development and Planning has initiated courses in project evaluation since 1967 and the ECA is co-operating.

20. It is recommended that the ECA and the OAU should co-operate in establishing an all-African roster of highly specialized manpower whose consultant services would be available to member States needing their services through the good offices of either Organization.

Action taken

In this respect the ECA acted on its own initiative. A survey of African specialists in the public services of member States has begun but the response has not been so encouraging. An "African Directory of Demographers" and a "Roster of African Specialist Manpower Resources" have been established. The latter Roster, copies of which have been made available to member States, African universities and other interested organizations, is made up of African specialists in higher educational and research institutions who are willing to offer their services to other African countries other than their home countries. The Roster will be revised and up-dated periodically.

Management development

A. Action by African Governments

21. The Working Party recognizes the urgent need in Africa for management development and training at all levels. It therefore recommends that African countries should undertake a comprehensive evaluation of their existing management training facilities and needs with a view to improve these facilities, where necessary.

22. The Working Party considers that the existence of separate training for business managers and public administrators is undesirable. It therefore recommends that institutions which offer courses for either of these categories of personnel should endeavour to devise a course of a common nature for them. The assistance of the ECA, in collaboration with the appropriate United Nations specialized agencies, should be sought if necessary, in developing such courses.

23. The Working Party considers it of great importance that indigenous businessmen should have access to advice and assistance in the areas of project design and management improvement. It therefore recommends that governments should consider the establishment of appropriate institutions to give such advice.

Action taken

No information.

B. Action by international organizations

24. It is recommended that the ECA, in collaboration with the appropriate specialized agencies, should facilitate research in the field of management training and give appropriate assistance for its development in the African region.

Action taken

No specific project has so far been initiated to facilitate research in the field of management development but seminars on the management of public enterprises have been organized. Furthermore, the ILO continues to be very active in the field of management development.

25. In view of the importance of raising national productivity, especially in Africa, it is recommended that the ECA, in consultation and collaboration with the appropriate specialized agencies, should seek means of extending and intensifying work in this field.

Action taken

No concrete measures have been initiated to extend and intensify work in the field of productivity. The ILO is taking necessary action.

Income and employment policy

Action by African Governments

26. African Governments should develop their employment policies with a view to ensuring that their manpower and training plans are not frustrated by insufficient employment opportunities at the time when those trained become available in the labour market.

27. In view of the reluctance of persons to undertake training and work in certain occupations which are considered vital for economic development, every possible inducement should be used to direct the flow of labour into the appropriate occupations. In this respect, it is recommended that governments should examine their existing wage

structures with a view to adjusting them in favour of such occupational skills that are in great demand and for which there exist great shortages.

Action taken

Information on action taken by some member States is available in document E/CN.14/WP.6/21, "Identified Manpower and Training Problems in Africa: Status Report" and the addendum thereto.

Commission resolution 173(VIII): Manpower and Training

The Economic Commission for Africa,

Having considered the report of the Working Party on Manpower and Training (E/CN.14/363),

Having examined the report of the Governing Council of the African Institute of Economic Development and Planning (E/CN.14/367),

Recalling its resolutions 110(VI) of 2 March 1964 on vocational training and 127(VII) of 22 February 1965 on the organization of research and training in Africa,

Recognizing the importance of manpower as an input factor in development,

Conscious of the fact that the scarcity of scientific, technical, professional and managerial skills is a major handicap to development efforts in the region,

Aware of the acute shortage of middle-level technical personnel,

Bearing in mind the growing number of unemployed school leavers,

Noting, with satisfaction, the activities of the International Labour Organisation, UNESCO and other competent organizations of the United Nations family in the fields of manpower and training,

1. Urges the various United Nations bodies concerned with manpower and training to continue their efforts to secure a close co-ordination of their programmes of action in these fields with a view to making more efficient their activities connected with the development and utilization of human resources in Africa;

2. Calls upon African Governments to programme their training activities so as to enable them to meet manpower requirements when they arise;

3. Recommends that African Governments set up adequate national machinery to co-ordinate the activities of all national bodies concerned with manpower planning and training;

4. Requests the Executive Secretary to provide African Governments with technical assistance in the above task;

5. Requests further the Executive Secretary:

(a) To take the initiative, in collaboration with other appropriate African institutions, in promoting the setting up of multinational facilities for the training of higher-level manpower;

(b) To survey national African institutions of higher education and technology with a view to making available under-utilized capacity to other African countries;

(c) To establish rosters of available African specialists who can be employed in technical assistance programmes in Africa;

(d) To prepare, in consultation with UNESCO and other interested agencies, and submit for the consideration of African Governments details of the proposal to set up an African centre for educational research and technology.

- - - - -