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ECONOMIC COMMISSION FOR AFRICA

First Meeting of the Ministerial  
Follow-up Committee of Nine of  
The Conference of Ministers  
Responsible for Human Resources Planning,  
Development and Utilization

Addis Ababa, 24 and 25 February 1983

PROGRESS REPORT ON THE FOLLOW-UP ON THE RECOMMENDATIONS OF  
THE CONFERENCE OF AFRICAN MINISTERS RESPONSIBLE FOR HUMAN RESOURCE PLANNING,  
DEVELOPMENT AND UTILIZATION IN PUBLIC ADMINISTRATION AND MANAGEMENT

Progress Report on the Follow-up on the Recommendations of the Conference of African Ministers Responsible for Human Resource Planning, Development and Utilization in Public Administration and Management.

Soon after the Conference ended a training workshop was held in November 1981 in the Ivory Coast for the Francophone African countries. The workshop was heavily attended by senior government officials and it specifically dealt with governmental structures for accelerated development. Questions considered by the Ministers in their Conference were also discussed in the workshop. These questions were on attitudes of public servants, decentralization, especially of the decision making process - ability of senior civil servants to identify difficult problems and to come up with solutions, their ability to foresee future challenges and to plan for them; their ability to analyse policy issues and to present them succinctly to politicians with a provision of a number of policy options together with an analysis of their relative strengths and weaknesses. A similar workshop was planned for early next year for the anglophone countries in Eastern and Southern Africa but was called off because of lack of funding.

The Eastern and Southern African Management Institute (ESAMI) has received a great deal of support from the ECA. First of all, ECA was instrumental in securing a UMDP financial assistance of US \$ 1,173,700. Furthermore, efforts have been made to promote ESAMI so that more member States will join in it and as a result a number of countries in the sub-region have expressed interest and sought more information with view of joining the Institute in the near future. Joint training activities have been planned - and some held with CAFRAD. Prominent among those planned will be the Conference of heads of IPAs, ENAs and Establishment Secretaries which will take place early next year.

As far as information systems are concerned PADIS is working now with the Division on the application of these systems to public administration and management with a view of assisting member-States in the supply of information in that area. PADIS has already established links with National Information and Documentation Centers (NIDCS) in various countries and is working closely with them. The Public Administration and Management Section of the ECA is also working with the Development Administration Division in UN Headquarters on the establishment of an information network for public administration, management and Finance. The Section was represented in an inter-regional Expert Group Meeting on this subject which was held in Madrid in December last year and took the opportunity to start some collaboration with the Division of Development Administration in New York and CAFRAD also in establishing a network for Africa.

A number of training workshops in public enterprises, procurement and supply management and in administrative and management improvement have been held. In November this year a major conference was held jointly with the OAU on the role of the public sector in the implementation of the Lagos Plan of Action. This Conference was fairly well attended and it devoted a great deal of its time to human resource development as well as devising cost-effective systems of administration and management.