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INTERNATIONAL CIVIL AVIATION ORGANIZATION
African Aviation Security and Facilitation Plan (AFI SEC/FAL) Meeting
First AFI SEC FAL Plan Steering Committee Meeting,
Fifteenth AFI Plan Steering Committee Meeting,
Second AFI Safety Symposium and AFI Human Resources Development Fund Meeting
(Maputo, Mozambique, 18 – 21 May 2015)

Agenda: ESTABLISHMENT OF THE HUMAN RESOURCES DEVELOPMENT FUND (HRDF)

(Presented by AFCAC and ICAO)
EXECUTIVE SUMMARY

This Discussion Paper presents the progress report on the establishment and implementation of the voluntary Human Resources Development Fund (HRDF) for the civil aviation sector in Africa.

Action: Participants are invited to:

- a) note the information contained in the paper;
- b) recognize the importance of the HRDF in increasing human resources capacity for civil aviation professionals in Africa;
- c) agree to participate in the needs assessment survey being conducted by AFCAC; and
- d) urge States, organizations, public and private entities to make voluntary contributions to the HRDF.

BACKGROUND

1.1 The establishment of the voluntary Human Resources Development Fund (HRDF) was initiated by African States through a Declaration by the Ministers at the Third Session of the Conference of African Ministers of Transport, which was held in Malabo, Equatorial Guinea from 7 to 11 April 2014.

1.2 While the aviation industry in Africa is undergoing significant growth, it is having difficulty in meeting human capital demands in civil aviation. This is impacting the availability of qualified technical aviation professionals, and the ability of African States to effectively implement ICAO Standards and Recommended Practices (SARPs) and other ICAO programmes and activities. As a result, there is an urgent need to build capacity in the African civil aviation sector and to enhance the skills of its personnel. Recognizing the importance of this challenge, the African Union Ministers of Transport mandated AFCAC to work with ICAO on this subject.

1.3 Pursuant to the Malabo Declaration, and in accordance with a Resolution of the Plenary of the African Civil Aviation Commission (AFCAC) on the HRDF formulated during the Twenty-fourth Extraordinary Plenary Session which was held in Dakar, Senegal, from 1 to 4 July 2014, the AFCAC Secretariat requested ICAO to develop, in close coordination, modalities to establish the HRDF for Africa.

2 OBJECTIVE

2.1 The objective of the HRDF is to provide a mechanism which will allow for the collection and use of voluntary contributions from States and other donors to identify and develop opportunities for capacity-building in civil aviation in African States. This will assist them to better meet the human resource needs required for operational efficiency and continuous implementation of ICAO's Standards and Recommended Practices (SARPs) and other programme activities, and which will enable safe and reliable air transport for African States, thereby contributing to the social and economic development in the African region.

2.2 Capacity-building activities

2.2.1 Voluntary contributions made to the HRDF will be used to support the following capacity building initiatives for the civil aviation sector in African States:

- secondments to ICAO of serving African aviation professionals who will contribute to the work of ICAO and at the same time upgrade their knowledge, skills and expertise to meet States' requirements for continuous implementation of ICAO SARPs and other ICAO programme activities;
- internships for young and emerging African aviation professionals to foster the development of the next generation of professionals required to meet the new business needs of civil aviation; and
- other areas that will be determined by ICAO and AFCAC on the basis of needs for African professionals.

2.2.2 The duration for which aviation professionals can be selected for capacity-building activities and projects financed by HRDF shall generally not exceed two years. Upon completion of the activity/project, the selected candidate shall normally be expected to return to the African civil aviation sector and to contribute to the strengthening of its human resources capacity.

3 ESTABLISHMENT OF THE HRDF

3.1 Further to the request of AFCAC, and in accordance with the ICAO Policy on Establishment and Management of Voluntary Funds, the Council of ICAO approved the establishment of the voluntary HRDF on 19 September, 2014 in order to assist in providing capacity-building opportunities for the civil aviation sector in African States. The ICAO Secretariat thereafter issued State letter A2/76.1 CONF-14/085 on 31 October, 2014 calling on States, and other interested donors, to make contributions to the Fund.

3.2 The Fund, which is financially independent of the Regular Programme Budget of ICAO, will operate under the ICAO Financial Regulations (Doc 7515) and other regulations within the purview of the Council and the Secretary General.

3.3 Participation in the Fund is voluntary. Member States, international and regional organizations, as well as public and private entities associated with civil aviation, are encouraged to make voluntary contributions to the Fund.

4 IMPLEMENTATION OF THE HRDF

4.1 Following the establishment of the HRDF, the necessary management framework for the HRDF was put in place, including, *inter alia*, an amendment to the Memorandum of Cooperation between ICAO and AFCAC, and detailed implementation arrangements.

4.2 ICAO is responsible for the overall management of the HRDF, including the receipt of voluntary contributions. An HRDF Management Committee (HRDFMC), consisting of ICAO and AFCAC members, has been established to assist in the planning, coordination and implementation of the capacity-building opportunities financed by the HRDF.

4.3 The HRDFMC shall take into consideration, the following elements when making recommendations on capacity-building activities and projects:

- a) the priority development areas in the African civil aviation sector identified by AFCAC, on behalf of its member States, and which are required for operational efficiency;
- b) expected outcomes/outputs which will assist in the continuous implementation of ICAO's Standards and Recommended Practices (SARPs) and other ICAO programmes related to ICAO's Strategic Objectives;
- c) feasibility of implementation of activities and projects, taking into account available resources;
- d) cost effectiveness in the use of voluntary contributions; and
- e) geographic and gender balance in the selection of suitable candidates from AFCAC member States for selected capacity-building activities and projects.

5. NEEDS ASSESSMENT SURVEY

5.1 In order to collect data on priority areas where human capacity development assistance is required, AFCAC designed a short online Needs Assessment Survey to be completed by aviation professionals in the African civil aviation sector. The aim of the survey is to build a repository of the existing areas of technical expertise, and to identify where capacity assistance is required. The survey was posted on a secure site on the ICAO portal.

5.2 A State Circular Letter (AC-HQ/ 4.3 - 037 refers) on the HRDF Needs Assessment Survey was issued by AFCAC to African States on 20 February 2015, with the request that the survey be given wide circulation to ensure that as many aviation professionals as possible in the African civil aviation sector complete the survey.

5.3 The AFCAC State Circular Letter further stated that information collected from the survey will be used by AFCAC to establish a database, which will facilitate the receipt, analysis and prioritization of the capacity-building needs for the African civil aviation and for the planning and coordination of development opportunities with ICAO, financed by the HRDF. The data from the survey is therefore key for the successful implementation of the HRDF.

5.4 Unfortunately, to date, response to the online Needs Assessment Survey has been low. AFCAC has sent out several reminders and extended the deadline in an effort to increase the number of interested candidates who can complete the survey questionnaire. Nevertheless twenty two applicants from eleven States have completed the online survey. A presentation of the survey will be made in Maputo, during the AFI Human Resources Development Meeting, in the afternoon of 21 May 2015, in order to answer any questions which member States or serving aviation professionals may have, and to seek the support and commitment of the African civil aviation community to participate in this pro-active capacity-development initiative.

6. VOLUNTARY CONTRIBUTIONS

6.1 By definition, voluntary funds rely on the support and contributions of interested parties. Without voluntary contributions, it will not be possible to address the capacity-development needs, identified through the AFCAC Needs Assessment Survey, and required for operational efficiency and continuous implementation of ICAO's SARPs and other programme activities.

6.2 Secondments to ICAO financed by the HRDF will not only enable selected African aviation professionals to upgrade their knowledge, skills and expertise while assigned to ICAO, but will also enable them to contribute more expertly to the overall human capacity in aviation on return to their States. In addition, internships at ICAO financed by the HRDF, and offered to young and emerging African aviation professionals will also foster the development of the next generation of professionals required to meet the business needs of civil aviation in Africa.

6.3 States, organizations, public and private entities, and all other interested donors, are urged to make voluntary contributions to the HRDF and to participate in the strengthening of human capacity in the African civil aviation sector.