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SECOND AFI HUMAN RESOURCES DEVELOPMENT FUND (HRDF) MEETING

Malabo, Equatorial Guinea, 29 June 2016

Agenda Item: Progress Report on Implementation of Human Resources Fund (HRDF) for Africa

(Presented by AFCAC and ICAO)

EXECUTIVE SUMMARY

This paper presents the progress report on the 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) note that 25 July 2016 is the date for the submission of recommended candidates by States to the ICAO Secretary General for the HRDF Secondment Programme established in support of human capacity development in African States; and
- d) urge States, industry partners and collaborators, organizations, public and private entities to make voluntary contributions to the HRDF, thereby contributing to its success, continuity and sustainability.

1. 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 be for one year, with possibility of extension for a second year. 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 MANAGEMENT FRAMEWORK FOR 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. VOLUNTARY CONTRIBUTIONS

5.1 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 within African States, and required for operational efficiency and continuous implementation of SARPs and other programme activities, which in turn will contribute to the enhancement of safety records in Africa.

5.2 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.

5.3 The success, continuity and sustainability of the HRDF is dependent on the receipt of voluntary contributions. A special acknowledgement is extended to Sudan, Turkey, Kenya, Tanzania, Nigeria, Seychelles and ASECNA for having made early contributions and firm pledges in support of HRDF.

6. HRDF SECONDMENT PROGRAMME

6.1 One of the priority capacity-building programmes identified by AFCAC for which assistance from ICAO was sought was the development of a secondment programme with ICAO for professionals within the African civil aviation government sector, with a particular focus on the technical areas where knowledge and skills enhancement were required to meet regulatory standards.

6.2 For planning purposes, AFCAC notified ICAO that African States would require assistance in the following priority technical areas of work:

- Aircraft Accident and Incident Investigation (AIG)
- Aerodrome and Ground Aids (AGA)
- Air Navigation Services (ANS) technical areas
- Flight Operations (OPS)
- Aeronautical Personnel Licensing (PEL)
- Aviation Security and Facilitation (ASF)
- Environmental Protection (ENV)

6.3 On the basis of HRDF contributions received to date, and taking into account the priority technical areas identified by AFCAC for which African States require assistance for effective implementation of SARPs, a secondment programme with ICAO under the HRDF mechanism has been established.

6.4 In ICAO State Letter A2/76.1.CONF – IND/16/14, dated 14 June 2016, ten secondment opportunities were announced at ICAO Headquarters in Montreal and at the Regional Offices in Nairobi and Dakar for professionals within the African civil aviation government sector. Details of the administrative arrangements for secondments under the HRDF mechanism, including terms of reference (TORs) for the secondment opportunities and information on the selection procedure, are provided in the State Letter. The State Letter and TORs are also available at <https://portal.icao.int/icao-net/SecondmentOpportunities>.

6.5 Secondments with ICAO will enable selected African civil aviation professionals to upgrade their skills and knowledge by participating in the work programme of ICAO in technical areas for which their

State requires assistance. Upon their return to national civil service, these professionals will contribute to enhancing the overall skills capabilities of their civil aviation administration, which will support the effective implementation of SARPs and the overall enhancement of safety in air transport, and which in turn will assist in contributing to sustainable economic development of States in the entire region. The overall benefits to the State, the civil aviation sector, as well as the individual, are multi-fold.

6.6 African States interested in the secondment opportunities available at ICAO under the HRDF mechanism are to submit to the ICAO Secretary General, recommended candidates for consideration. The deadline for submission of recommended candidates is 25 July, 2016. Selected candidates will be invited to commence their secondments at the earliest possible date, preferably prior to the 39th Session of the ICAO Assembly.

7. FURTHER DEVELOPMENT OF HRDF

7.1 The HRDF Secondment Programme is a first step taken jointly by AFCAC and ICAO to enhance capacity development in the African civil aviation sector. There is a need to further develop HRDF through the establishment of additional programmes and activities which will assist in meeting the operational needs of civil aviation in Africa. The next area of focus for HRDF development is expected to be in relation to outreach programmes aimed to assist in meeting the needs of African States for next generation of aviation professionals.

7.2 African States and industry partners will be informed of further developments relating to HRDF capacity-building opportunities as they occur.

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