



ASSEMBLY – 39TH SESSION

EXECUTIVE COMMITTEE

Agenda Item 28 : No Country Left Behind Initiative

**PROGRESS REPORT ON IMPLEMENTATION OF HUMAN RESOURCES
DEVELOPMENT FUND (HRDF)**

(Presented by the 54 Contracting member States of the African Civil Aviation Commission (AFCAC)*)

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.

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 in charge of civil aviation, which was held in Malabo, Equatorial Guinea from 7 to 11 April 2014.

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 with AFCAC, modalities to establish the HRDF for Africa.

Action: The Assembly is invited to:

- a) note the establishment of the HRDF intended to increase human resources capacity for civil aviation professionals in Africa;
- b) note the progress made in the implementation of the HRDF;
- c) request ICAO Council to pursue the development of HRDF and the establishment of additional programmes and activities aimed at strengthening human capacity in the African civil aviation sector; and
- d) call on Contracting States, Industry Partners and International Organizations, public and private entities to make voluntary contributions to the HRDF, thereby contributing to its success, continuity and sustainability.

¹ English and French versions provided by AFCAC

*(Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cap Verde, Central African Republic, Chad, Comoros, Congo, Cote D'Ivoire, Democratic Republic of The Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sao Tome And Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Swaziland, Togo, Tunisia, Uganda, United Republic Of Tanzania, Zambia, Zimbabwe.)

1. INTRODUCTION

1.1 Global air traffic has doubled in size once every 15 years since 1977 and will continue to do so. The international aviation community recognizes that there will be an anticipated shortage of skilled aviation professionals in the near future. For instance, in the next 20 years, airlines will have to add 25,000 new aircraft to the current 17,000-strong commercial fleet. By 2026, airlines will need 480,000 new technicians to maintain these aircraft and over 350,000 pilots to fly them. It is also considered that there is a global shortage of air traffic controllers of about 10% and that to transition to future ATM systems will require an additional 15% for many years.

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.

1.3 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 Ministers in charge of civil aviation of Africa, at their third session held in Malabo, Equatorial Guinea from 7 to 11 April 2014, adopted a Declaration which called for creation of a voluntary Human Resources Development Fund (HRDF) for the civil aviation sector in Africa and mandated AFCAC to work with ICAO on this subject.

1.4 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 supporting the growing civil aviation sector, 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 Continent.

2. DISCUSSION

2.1 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.

2.2 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.

2.3 Participation in the Fund is voluntary. Contracting 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.

2.4 Voluntary contributions made to the HRDF will be used to support the following capacity building initiatives for the civil aviation sector in African States taking into consideration of the NCLB Initiative:

- a) 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;
- b) 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
- c) other areas that will be determined by ICAO and AFCAC on the basis of needs for African professionals.

2.5 The duration for which aviation professionals can be selected for capacity-building activities and projects financed by HRDF shall normally be for one year, with possibility of extension for the second year. Upon completion of the activity/project, the selected candidate shall be expected to return to the African civil aviation sector and to contribute to the strengthening of its human resources capacity.

2.6 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.

2.7 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.

2.8 By definition, voluntary funds rely on the support and contributions of interested parties. Voluntary contributions will be used 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.

2.9 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.

2.10 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 was launched in June 2016.

2.11 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.

3. **CONCLUSION**

3.1 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.

3.2 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, ASECNA and Equatorial Guinea for having made early contributions and firm pledges in support of HRDF.

3.3 Member States, International 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.

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