



ICAO

## INTERNATIONAL CIVIL AVIATION ORGANIZATION

## FIRST MEETING OF THE STEERING COMMITTEE OF THE AFI PLANS AND HRDF

*Victoria Falls, Zimbabwe, 28 - 29 May 2025***Agenda Item 5: Report on the status of implementation of the HRDF activities.***(Presented by the Secretariat)*

SUMMARY	
<p>This paper presents the status of implementation of HRDF activities as directed by the second meeting of the HRDF Management Committee, held virtually on 8 December 2023.</p> <p>Action required by the Meeting is at paragraph 3 of this Paper.</p>	
<b>REFERENCE(S)</b>	<p>A- AFI Plans and HRDF Governance Framework</p> <p>B- HRDF Implementation Arrangements concluded between ICAO and AFCAC</p> <p>C- Reports of the HRDF Management Committee.</p>
<b>Strategic Objective(s)</b>	<p>A- Safety</p> <p>B- Air Navigation Capacity and Efficiency</p> <p>C- Aviation Security and Facilitation</p> <p>D- Economic Development of Air Transport</p> <p>E- Environmental Protection</p>

**1. INTRODUCTION**

- 1.1. The establishment of the HRDF was initiated by African States through a Declaration at the 3rd Session of the Conference of the African Ministers of Transport which was held in Malabo, Equatorial Guinea from 7 to 11 April 2014.
- 1.2. Pursuant to the Declaration and in accordance with a Resolution on the HRDF at the African Civil Aviation Commission (AFCAC) 24<sup>th</sup> Extraordinary Plenary Session, which was held in Dakar, Senegal, from 1 to 4 July 2014, AFCAC requested ICAO to develop, in close coordination, the modalities to establish the HRDF for Africa.
- 1.3. In accordance with the International Civil Aviation Organization (ICAO) Policy on Establishment and Management of Voluntary Funds, the ICAO Council, on 19 September 2014, agreed to establish the Human Resources Development Fund (HRDF) for the civil aviation sector in Africa.

- 1.4. ICAO serves as the Administrator of HRDF, and as such is responsible for the management of administrative and financial arrangements of HRDF.
- 1.5. The objective of the Human Resources Development Fund (HRDF) is to provide a mechanism which will allow for the collection and use of voluntary contributions from States and others to develop opportunities for capacity-building in civil aviation in African States. This aims to assist them to better meet the human resources needs required for operational efficiency and continuous implementation of ICAO Standards and Recommended Practices (SARPs) and other programme activities.
- 1.6. This Working Paper presents the status of implementation of HRDF activities as directed by the second meeting of the HRDF Management Committee, held on 8 December 2023.

## **2. DISCUSSION**

- 2.1. The meeting may recall the outcomes of the second meeting of the HRDF Management Committee on the review of the HRDF Task Force established in 2018 by the African Civil Aviation Commission (AFCAC). This meeting was held virtually on 8 December 2023, as a follow up to its first meeting also held virtually on 10 July 2023.
- 2.2. To fulfill its mandate, the HRDF Task Force reviewed the activities carried out and the Implementation Arrangements between ICAO and AFCAC for the HRDF. Several proposals were made to address concerns raised by African States. The proposed amendments are expected to improve participation in the HRDF by aligning new activities more closely with the identified needs of Member States.
- 2.3. As a follow up to the 10 July 2023 meeting, the HRDF Management Committee reviewed the report of the Task Force as well as project proposals developed by ICAO and AFCAC, which were further revised and prioritized considering the limited resources currently available. Accordingly, the total cost estimate of the projects selected for 2024 amounts to USD 792 000, including USD 499 000 for ICAO projects, and USD 293 000 for AFCAC projects, respectively.
- 2.4. Several coordination meetings were held between ICAO and AFCAC to establish and coordinate implementation arrangements for the execution of the above-mentioned projects. The list of activities already initiated and those in pipeline for 2025, is provided in the attachment. Of the 6 training courses planned for 2025 with an estimated cost of USD 262,850, 4 have been confirmed with finalized venues and dates.
- 2.5. Implementation challenges include insufficient training opportunities within the AATOs, limited number of validated training courses, and initial difficulties in timely coordination among ICAO, AFCAC and Training centers.
- 2.6. While the implementation of the initiated training activities is ongoing, the Meeting may recall that the Extraordinary Meeting of the AFI Plan and the AFI SECFAL Plan Steering Committees, and the HRDF Management Committee, held virtually on 6 May 2025, reviewed and endorsed the

Governance framework of the AFI Plans (AFI Plan, AFI SECFAL Plan and HRDF), as proposed by the Ad Hoc Committee. Accordingly, the planning, implementation, monitoring and approval process of the Fund must now align with the new governing framework.

### **3. ACTION BY THE MEETING**

The meeting is invited to:

- 3.1. Note the information contained in this paper; and
- 3.2. Provide further guidance for the continued implementation of the HRDF activities under the new framework.