

X. Contributing to the achievement of Millennium Development Goals and other internationally agreed development goals in Africa through strengthening public sector human resources management capacities

DESA in collaboration with the ECA (\$695,500)

Background

121. This project will focus on strengthening the professional capacities of human resources managers in the public sector in Africa to contribute to the achievement of the Millennium Development Goals and other internationally agreed development agenda. The quality of human resources in the public sector is critical to the development of any country in general and to the achievement of the Millennium Development Goals and other internationally agreed development agenda in particular. The translation of such goals into tangible results is in the hands of human resources. Through their knowledge, know-how and skills, networks and attitudes, services are planned and delivered, critical innovations conceived and realized and needed reforms carried out.
122. Public sector human resources managers occupy a strategic position in the development of a country. However, in many African countries, this strategic position is not recognized in the formulation of strategies and human resources managers in the public sector may not be professionally attuned to the critical role they should play. The Seventh Africa Governance Forum, which took place in Ouagadougou at the end of October 2007, discussed the issues related to public service reforms and enhancing institutional and human capacities in the public sector. This project proposal responds to the conclusions and recommendations of the Forum concerning the inadequate capacities of human resources managers in the public service in Africa. The Forum observed the following problems: (a) uncoordinated and fragmented approaches to human resources development; (b) uncoordinated training programmes; (c) inadequate linkages between training output and the labour market requirements; (d) wastage and misplacement of personnel; and (e) lack of monitoring mechanisms to determine the capacity and productivity of the trained personnel to contribute meaningfully to national development.
123. A group of human resources managers meeting in Cape Town in April 2007 observed that human resources managers in the public sector are playing clerical rather than strategic roles and called for efforts to build their capacities to become strategy experts, work organization experts, employee champions, and agents of continuous transformation. In July 2008, the Economic and Social Council adopted resolution 2008/32, in which it emphasized that capacity-building is essential and needed in administrative restructuring, civil service reform, human resources development and public administration training, and improving performance in the public sector.
124. Human resources managers in the public sector have been neglected in the process of public sector reforms and capacity-building in Africa. Through this project, particular attention will be paid to strengthening their professional capacities as sustainable successful capacity-building depends on them. The DESA will work in collaboration with ECA in implementing this project to enhance the capacities for effective human resources management in the public sector in Africa. The focus will be on enabling the Africa Public Sector Human Resource Managers' Network to

institutionalize and sustain professional capacity-building of human resources managers in the public sector in Africa.

<p>Objective of the Organization: To contribute to the achievement of Millennium Development Goals and other internationally agreed development agenda through strengthening the institutional capacity of the Africa Public Sector Human Resource Managers' Network and the individual capacities of human resources managers in the public sector in Africa.</p>	<p>Summary budget (Thousands of United States dollars)</p>	<p>Comment [IL1]:</p>													
<p>Relationship to the strategic framework for the period 2010-2011 and the Millennium Development Goals: DESA subprogramme 8 (Public administration and development management); Millennium Development Goals 1, 2, 3, 4, 5, 6, 7 and 8.</p>	<table> <tr><td>Consultants</td><td>103.0</td></tr> <tr><td>Expert groups</td><td>36.0</td></tr> <tr><td>Travel</td><td>60.0</td></tr> <tr><td>Contractual services</td><td>154.5</td></tr> <tr><td>Operating expenses</td><td>7.2</td></tr> <tr><td>Workshops</td><td>334.8</td></tr> <tr><td>Total</td><td>695.5</td></tr> </table>		Consultants	103.0	Expert groups	36.0	Travel	60.0	Contractual services	154.5	Operating expenses	7.2	Workshops	334.8	Total
Consultants	103.0														
Expert groups	36.0														
Travel	60.0														
Contractual services	154.5														
Operating expenses	7.2														
Workshops	334.8														
Total	695.5														

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Improved role of human resources managers as strategy experts, work organization experts, employee champions, and agents of continuous transformation	<p>(a) (i) Increased number of human resources managers able to analyse and formulate human resources development policies and strategies</p> <p>(ii) Increased number of online training courses on human resources management offered and increased participation and successful completion of such training courses by human resources managers</p>
(b) Enhanced knowledge, information, lessons learned sharing, and application of information and communication technologies among human resources managers in African countries	<p>(b) (i) Increased membership of human resources managers in the Africa Public Sector Human Resource Managers' Network</p> <p>(ii) Increased usage by human resources managers of the Africa Public Sector Human Resource Managers' Network website</p>

Main activities

125. The main activities of the project will include:
- (a) Organizing and conducting two capacity-building workshops for human resources managers in ministries responsible for public service in Africa;
 - (b) Organizing and conducting two expert meetings on human resources development policies in the public sector and on strategies for attracting and retaining the best talent in the public service in Africa;
 - (c) Organizing study tours for human resources managers in the public sector;
 - (d) Designing and administering online training courses in various aspects of human resources management in the public sector;
 - (e) Designing a website for the Africa Public Sector Human Resource Managers' Network for knowledge and information-sharing;

(f) Preparing a publication on human resources management in the public sector in Africa.

X. Contributing to the achievement of Millennium Development Goals and other internationally agreed development goals in Africa through strengthening public sector human resource management capacities			
Implementing entities: DESA with ECA		Duration: 2010 – 2013	
Objective: To contribute to the achievement of MDGs and other internationally agreed Development Agenda through strengthening the institutional capacity of the APS-HRMnet and the individual capacities of human resource managers in the public sector in Africa			
Summary budget <i>thousands of US dollars</i>	Detailed budget (US dollars)		
Consultants	103.0	Consultants <u>International Consultants = \$55000</u> 2 international consultants (\$10,000 fee each for 2 work months and \$5,000 each for travel) to write papers and serve as resource persons for the 2 capacity building workshops (\$40,000) 1 International Consultant to conduct an external evaluation at the end of the project (\$10,000 fee for 2work/months and \$ 5,000 for travel) (15,000). <u>National Consultants</u> 8 national consultants x \$6,000 (for fees for 2 work months each at \$3,000 per month) to conduct research and write substantive papers and training modules to support capacity building workshops (\$48,000)	103 000
Expert groups	36.0	Expert Group Meetings 2 Expert group meetings x 5 experts x \$3,600 = \$36,000	36 000
Travel	60.0	Staff travel \$60,000 to cover travel of staff to organize and facilitate 2 Expert Group meetings (\$20,000), 2 capacity building workshops (\$20,000), and 2 missions to provide advisory services (\$20,000).	60 000
Contractual services	154.5	Contractual services <u>Designing of website and on-line training courses</u> Designing a website for the Africa Public Sector Human Resource Managers' Network to facilitate sharing of information, experiences, and learning (\$50,000). Contractual services will also be needed for designing online training courses (\$55,000). <u>Publication</u> The materials prepared by consultants and staff as well as emanating from Expert Group meetings and capacity building workshops will be synthesized into a publication to sustain learning (\$25,000) Contractual Services in support of all activities (\$25,500)	130 000
Operating expenses	7.2	Operating expenses Communications in support of all the activities (\$3,600) and Supplies to support the Expert Group Meetings and the Capacity building workshops (\$3,600)	7 200
Workshops	<u>334.8</u>		
Total	695.5		

	<p>Seminars and Workshops</p> <p><u>Capacity Building Workshops</u> 2 regional workshops in support of (a) for 31 participants representing the 31 Least Developed Countries in Africa x \$3,600 per participant (\$223,200).</p> <p><u>Study Tours</u> 31 human resource managers from LDCs will participate in a one-week study tour each at \$3,600 (covering transport and DSA) (\$111,600).</p>	334 800
--	---	---------