

## **NEPAD's Human Resources Development, Employment and HIV/AIDS Cluster**

### **Priorities for UN Action**

#### **Overview**

- 1) The human resource development cluster is arguably the most important cluster for NEPAD's work. This should be seen in the light of two overriding realities. One is that investment in human resources is the sine qua non for Africa to achieve the MDGs. The second is that protection of existing human resources, is essential if Africa is to preserve the fundamentals of governance, development and peace and stability, under the threat of catastrophic losses due to HIV/AIDS.
- 2) The two overarching priorities for the UN system, as identified by the UNSG, are education and HIV/AIDS. An additional priority is the need for human resources for development planning and monitoring in the framework of the MDGs. These can form the framework for a fast-track of deliverables. This should be implemented in parallel with the formulation of longer-term plans of action consonant with NEPAD's new way of doing business.
- 3) ILO, UNESCO and other UN agencies should therefore support NEPAD to place due emphasis on research, development and training linked to economic development goals.
- 4) The marketing of NEPAD principles and values with African social partners will be supported with joint development of marketing tools and media support material, joint advocacy workshops, seminars, and special events etc.

#### **Areas for Joint Actions: Short-term deliverables**

##### **A- Education**

- 5) Education, at both basic and technical/secondary levels, is a fundamental agenda for NEPAD and the UN system. Human capacity building must start from the ground up with a focus on primary education and basic health. But experience also indicates that it is a mistake to focus on these foundations to the exclusion of higher education and specialised research. Specific short-term actions should include:
  - (i) Rapidly advance to provide quality, free and compulsory primary education for both girls and boys and wider education for all programme in accordance with the agreed EFA programme.
  - (ii) Accelerating girl's education as a prerequisite for Africa's development.
  - (iii) Ensuring that school enrolment and attendance objectives are actively supported in acutely and chronically food deficit countries, through school feeding and other similar programmes.
  - (iv) Ensuring that children at special risk, including displaced and refugee children and children orphaned by AIDS are all able to attend school.

- (v) Expanding teacher training to ensure that no country suffers a net annual depletion of numbers of teachers due to HIV/AIDS and the brain drain.
- (vi) Focus on technical education for employment, ensuring that both in and out of school leavers are appropriately qualified to find employment. Support for vocational training will be enhanced and promoted.
- (vii) Improving the quality of higher education including taking measures to halt and reverse the brain drain.
- (viii) Promote Peer review mechanism for education.

## **B- Employment**

6. The following objectives regarding Employment and Labour issues should be addressed: Mainstreaming Employment and Labour issues into NEPAD, Addressing the implications of the recent trade initiatives (targeted to access markets) for employment promotion initiatives in Africa, and Enhancing industrialisation to promote employment on the continental level

### Short-term Joint-programmed Activities

- (i) Inventory of best practices and ensure mainstreaming employment and Labour issues into all national PRSP's e.g. Tanzania and Mali (labour issues) ensuring that social partners are participating in the dialogue
- (ii) Translating the MDGs into specific targets in the area of employment promotion, - labour issues are not included but targets can be used
- (iii) Formulation of social policy framework to sustain the NEPAD.
- (iv) Address the limited incentives for national social partners to support NEPAD process (limited social concerns being addressed)
- (v) Focus on child labour issues and implications for education
- (vi) Ensure quality standards of African export products
- (vii) Harmonisation, importance of all standards that encompasses, all agencies upgrading of skills and capacity building  
Labour standards and access to markets (common African position) e.g. cocoa, tea, labour issues due to child labour etc. partners not adequately informed of the major initiatives/ decisive e.g. monetary
- (ix) Harmonisation of business laws and regulations
- (x) Scale up industries for various products e.g. health, clothing
- (xi) Sufficiently enhance capacity to generate energy and attract energy intensive industries etc.

## **C- HIV/AIDS**

7. Overcoming HIV/AIDS is an absolute prerequisite for achieving any goals including development and governance. The HIV/AIDS pandemic is the number one threat to the survival of Africans as individuals and as communities. It threatens to reduce life expectancy by tens of years. It threatens to cut several percentage points off GDP. It

threatens to plunge health and educational systems and businesses into crisis as they lose most educated personnel. The impact of the HIV/AIDS pandemic on peace and security may be no less profound. NEPAD is indeed an opportunity to ground the IPAA vision into the African Union and develop processes that will mainstream HIV/AIDS in all its programmes.

Specific short-term actions include:

- (i) Promote national dialogue, information sharing and consultation on the HIV/AIDS campaign.
  - (ii) Support the mainstreaming the HIV/AIDS in to NEPAD sectoral programmes
  - (iii) Support the establishment of a regional observatory for monitoring e.g. Drug pricing, advocacy for generic drug production, disease tracking etc.
  - (iv) Support countries to meet their commitments made at Abuja and UNGASS
    - a) Ensuring that all vulnerable group have access to education and information relevant to safer sex and HIV prevention and drug abuse prevention with particular attention to young adolescents, “windows of Hope”, vulnerable young women, displaced and refugee children. Provide free and effective STD treatment in all youth clinics.
    - b) Strengthening the implementation of multi-sectoral national strategies and financing plans. (including workplace initiatives)
    - c) Expanding VCT and health care systems to provide a comprehensive package of care and support, access to antiretroviral drugs, drugs for opportunistic infections and provide adequate nutrition.
    - d) Minimize MTCT by ensuring that 80% of pregnant women accessing antenatal care have information, counseling and other HIV prevention services and have access to treatment for themselves and their families.
    - e) Ensure the development of national policies and strategies to build and strengthen governmental, family and community capacities to provide a supportive environment for orphans, vulnerable children, and PLWHAs and expand services to youth and school.
    - f) Enabling all government institutions to undertake an "AIDS audit" and thereby plan their health provision, human resource and management strategies for the coming decade.
    - g) Strengthening the National health systems including taking measures to reverse the brain-drain in the health sector.
    - h) Support research of African Institutes/ organizations e.g. African AIDS Vaccine Initiative.
    - i) Promote a Right-based approach to mitigate the negative input of the disease
8. Putting in place the capacity for development planning and monitoring is also essential if Africa is to implement NEPAD and achieve the MDGs. Short-term actions include:
- (i) Providing technical assistance to enable African governments, Sub-Organisations, African Union and NEPAD Secretariat to monitor the

- implementation of MDG and NEPAD programme in the areas of Human Resource Development, Employment and HIV/AIDS.
- (ii) Enabling African countries to develop frameworks for the implementation of NEPAD's core principles including mutual accountability with respect to Human Resource Development, Employment and HIV/AIDS.
  - (iii) Providing technical assistance to countries to put in place monitoring systems and mechanism for social indicators.
  - (iv) Provide support for a common regional database and knowledge network development
  - (v) Facilitate mobilization of social forces to support NEPAD

### **Modalities for Co-ordination and Co-operation**

#### **a. At the Country Level**

At the country level NEPAD's Human Resource, Employment and HIV/AIDS issues will be implemented through strengthened existing country level coordination mechanisms and processes, notably the PRSP, CCA/UNDAF taking into account lessons learnt for their effective implementation, including the imperative participation of the Civil Society including all social partners and relevant research institutions. For HIV/AIDS, the UNCT, the theme group mechanism and national partnership fora will be strengthened and their use optimized.

The best practice for development partnership at country level needs to be spelled out. The NEPAD principle that guides us is the "enhanced partnership" model of aid best practices. It aims to make all UN agencies accountable for the outcomes of their policies and programmes.

UN country level programmes will draw on the priorities and frameworks developed by NEPAD.

#### **b. At the Sub-regional and Continental Level:**

The UN system in consultation with the African Union, Regional Organisations, sub-regional organisations and the NEPAD Secretariat will identify areas of co-operation and devise effective monitoring mechanism by taking into account existing modalities.

### **Participating Agencies**

UNIDO, ILO, FAO, WHO/ WAC, UNHCR, ECA, UNESCO, IOM, NEPAD, UNDP, UNICEF, WFP, WIPO, IAEA