

Investing in People, by Investing in Higher Education and Skills in Africa

Building Skills and Capacity in the Next Generation of University Staff

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Damtew TEFERRA, Professor of Higher Education
Founding Director, International Network for Higher
Education in Africa,

University of Kwazulu-Natal, SOUTH AFRICA

European Commission
Brussels, BELGIUM





Building Skills in the Skill Builders: Enabling the Enablers

Challenges of the Generation

- ▶ Unattractive income and benefits;
- ▶ Weak institutional resources;
- ▶ Poor work facilities;
- ▶ Diminishing safety and security;
- ▶ Heavy workload;
- ▶ Governability: issues of staff and student strikes, litigation, accountability, public and media scrutiny...

Scenario—Deficit

- ▶ Nigeria
 - ▶ University System needed 50,000 academics to operate
 - ▶ The actual number of academic staff in the system was only 30,452—a shortfall of 19,548.
- ▶ South Africa:
 - ▶ 0.07% of permanent employees PhD holders, ie: 70,000 PhDs.
 - ▶ strives to produce 5,000 PhDs a year
 - ▶ managed around half of that—55 percent (2797 in 2016).

The Paris Declaration on Aid Effectiveness

Five fundamental principles for making aid more effective:

- ▶ **Ownership:** Developing countries set their own strategies for poverty reduction, improve their institutions and tackle corruption.
- ▶ **Alignment:** Donor countries align behind these objectives and use local systems.
- ▶ **Harmonisation:** Donor countries coordinate, simplify procedures and share information to avoid duplication.
- ▶ **Results:** Developing countries and donors shift focus to development results and results get measured.
- ▶ **Mutual accountability:** Donors and partners are accountable for development results.

The Accra Agenda for Action

It proposes the four main areas for improvement:

- ▶ Ownership:.
- ▶ Inclusive partnerships:
- ▶ Delivering results: Aid is focused on real and measurable impact on development.
- ▶ Capacity development
 - ▶ to build the ability of countries to manage their own future - also lies at the heart of the AAA.

Contacts



teferra@ukzn.ac.za

teferra@bc.edu
