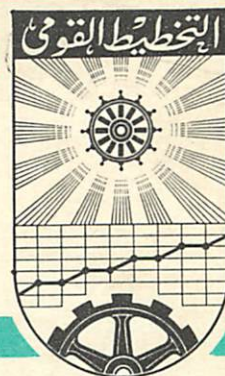


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MANPOWER REQUIREMENTS FOR THE
U.A.R. FOR THE PERIOD 1960-1985

EDITED BY
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The long term manpower planning research is carried out in the Institute of National Planning by a group supervised by Prof. Dr. I. H. Abd El-Rahman, the Commissioner of Industrial Development, United Nations N. Y. The research so far had consisted of two successive rounds, the first round and the second mound. The present report represents the work and the findings of the second round. The members of the group carried out the research were :-

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The work of the first round of the research has been published in 1963 in the following memo^s of the Institute of National Planning, Cairo :-

- | | | | |
|-----|-------|-----|---|
| 1. | Memo. | 264 | By Dr. M. Hamdy |
| 2. | Memo. | 271 | By Dr. M. Hamdy and M. Khalil |
| 3. | Memo. | 277 | By Dr. S. Rofail, Dr. S. Weheba and
Dr. S. Fahmy. |
| 4. | Memo. | 285 | By Dr. M. Hamdy |
| 5. | Memo. | 286 | By Dr. H. Linnemann |
| 6. | Memo. | 287 | By Dr. S. Rofail, Dr. S. Weheba and
Dr. S. Fahmy |
| 7. | Memc. | 325 | By Dr. S. Rofail, Dr. M. Hamdy, M. Khalil
and Eng. S. Eid |
| 8. | Memo. | 327 | By Dr. S. Rofail, Dr. M. Hamdy, M. Khalil
and Eng. S. Eid. |
| 9. | Memo. | 357 | By Dr. M. Hamdy, M. Khalil and Eng. S. Eid |
| 10. | Memo. | 368 | By Dr. M. Hamdy, Dr. A. Salama, M. Khalil
and Eng. S. Eid. |

Dr. M. Hamdy

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0. PREFACE BY DR. I. H. ABD EL-RAHMAN

The capacity to develop is more important in the long run for a nation than the more immediate achievements of economic growth. The formation of skills and the creation of effective organisations for work and thought are essentials to develop capacities for growth and adaptation in a changing society. For lack of a better indicator, educational and training levels are taken to represent the degree of skill and organisation. Evidently this is not a sufficient indicator, since a form of leadership, team work and a set of social values are required to make out of a group of (educated) or (trained) citizens an enterprising and developing community.

Skill formation will become the more important, when the national endowment of natural resources is not particularly rich, which is generally the case for the U.A.R.

For all these reasons, the Institute of National Planning in Cairo decided, as a priority item in its program of research to study the long range problem of man-power planning in the U.A.R. The preliminary results are given in the present study, which I had the honour and the pleasure to initiate with a group of

research workers in the Institute two years ago. Considering the limited data and the needs for alternative assumptions, the results must be utilised with due caution and careful analysis. Yet the path, for further amplification is already indicated.

I was not able during the last six months to follow closely the finalisation of the calculations and arguments for the second round, which was completed, while I was away in the United Nations, but I trust that the results will be highly illuminating to workers in all fields related to long range planning particularly in education and training.

I wish to recall here, that the General Assembly of the United Nations has shown in its recent sessions an increasing interest in training for industrialisation, as well as in general economic planning. Specifically, there will be a report about training to be submitted to the forth coming session of the General Assembly. The present study, combines training with economic development, in a form most suitable for decision making.

I sincerely hope, that further efforts will improve the procedures, data and results of the study, and will make it readily available to planners and policy makers.

Dr. I. H. Abd El-Rahman

Commissioner of Industrial Development

United Nations. N.Y.

1. INTRODUCTION

A well trained manpower should be available to promote and sustain any program of economic and social development.

In developing countries unemployment and shortages of skilled manpower are the main features of the situation.

In fact human resources of a country represent the fundamental factor for its development. Other factors as capital and material may be obtained in a short time from other resources. However the formation of skill necessary for the development is a long term process where policies should be set, decisions should be taken and capital should be invested over a long period of time.

Now, before preceeding in the subject, it is essential to clarify manpower planning. The term "manpower planning" is used nowadays very frequently. It may mean different things to different people, each according to his knowledge and field of interest. People may look at it as a technique for creating employment opportunities, as a method for allocating human resources so that better and efficient utilization of manpower may be resulted, as an approach to develop certain categories of skilled manpower as engineers, scientists and physicians, as a useful tool for upgrading labor force or as a policy to plan

the education and training facilities as a whole. In fact manpower planning contains all of them.

Therefore we may define manpower planning as the process of determining the requirements of economic and social development programs from the different categories of manpower quantitatively as well as qualitatively at predetermined periods of time and the way of their better and efficient utilization.

Manpower planning involves a complete understanding of the targets of the nation and the policy, which is designed to achieve them. Future manpower requirements (all categories) may be then estimated for every sector of the economy. This may determine the burden on the education and training capacity during the plan period and what and when new capacities should be added to establish gradually the balance between manpower supply and needs. This requires an intensive study and analysis of the present social and economic situation in the country and its pattern of development in the future. Detailed investigation on the country's economic growth should be carried out which may be based on research concerning targeted increase in national income, technological progress and improvements in productivity that might take place in the future.