



## HRD and the requirements of sustainable development in the Ministry of Education, YEMEN

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### ABSTRACT

*Purpose of this paper is to study the HRD and the requirements of sustainable development in the Ministry of Education, YEMEN. A study of this kind would highlight the dimensions, which can be manipulated to upgrade the human resource development in Ministry of education to pace with global challenges. This may also help in planning the resources to be tapped and utilized in its optimum level. The present study aimed at identifying certain variables related to HRD and the requirements of sustainable development in the Ministry of Education, YEMEN Study determines the effect of requirements of human resource development and training needs for employees in education.*

### Keywords:

#### Introduction

Human Resource Development is one of the basic pillars for supporting comprehensive and sustainable development. It has a pivotal role in the refinement of skills and capacity to move. Development of human resources in the scientific aspects, professional and technical is aspects necessary to meet the requirements of development and the needs of the labor market.

The real source of wealth of any nation is no longer in possession of raw materials or labor force or machinery, but it is in building scientifically qualified manpower, technical and cognitive. So human resources development, in particular, the national workforce is the active ingredient in enabling countries for global competition. This has changed the perception of human resource development more than just action to implement personnel policies and systems. It is related to overall development and sustainable strategy.

Education has become a major element of the development of human resources as it is a fundamental solution for the establishment and protection of the rules of global sustainable development in any society and to ensure continuity in addition to the investment process.

In recognition of this fact has begun the issue of human resources in general and education in particular. It has interested the political leadership and public opinion in Yemen, and the government is obliged to deal with it and focus public education during the last period to cover the functional basic and needs. After achieving Yemeni unity blessed in 1990 the government attached great importance to the process of education and human resource development and made it the basics of issues.

It has developed policies for reorienting system of education in the light of the programs and overall development plans of the state as reported in strategic vision (2001/2025), and the second five year plan for social and economic development (2001-2005), and the National Strategy for Poverty Reduction (2003-2005).

#### What is Sustainable Development?

The World Commission on Environment and Development defines sustainable development as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs."

Sustainable development aims to provide a long-term vision for the society. Activities to meet the present needs may still have short-term horizons, but they must in addition always include a long term perspective.

Sustainable development is an integrated concept involving all human actions down to the local level, and it:

- Aims to improve the quality of life of both current and future generations, while safeguarding the earth's capacity to support life in all its diversity;
- Is based on democracy, the rule of law and respect for fundamental rights including freedom, equal opportunities and cultural diversity;
- Promotes high levels of employment in an economy whose strength is based on education, innovation, social and territorial cohesion and protection of human health and the environment.

#### The dimensions of sustainable development

The many elements of sustainable development are often organised into three dimensions or pillars: environmental, economic and social. There are different approaches as to how they relate to each other, whether they are pillars on the same level or three rather different but closely linked dimensions of sustainable development.

For the purposes of this policy:

- The environment is the necessary basis for sustainable development
- The economy is the tool to achieve sustainable development
- The good life for all (the social dimension) is the target of sustainable Development Implementing the sustainable development policy

The implementation of the sustainable development policy has to address the entire project cycle:

1. When projects ideas are developed by the potential project promoters
2. When the government makes their prioritisation of education
3. When the projects are appraised
4. When the grant decision is made
5. When the project is implemented

### Factors faced by countries while trying to promote the development of human resources

The Arab Human Resources Development faces several factors including:

- An increase in the population and labor force.
- Rapid technological requirements and absorbed.
- Poor geographical coverage and institutional general and vocational education.
- The need for infrastructure in curriculum design and preparation of special training cadre.
- Lack of investment in aspects of education and modern technologies and scientific research.

Therefore, the outputs of education and training are still inadequate in quality and quantity to absorb new technology and optimal utilization. At the same time we believe that these challenges of population and technological and institutional problems take different forms, ranging from an Arab country to another, and therefore face specific schemes for human development differ in this country from other Arab countries. For example the difference in the number of population and potential is there. The root of this issue lies in the political and social cultural and scientific structure based in Arab countries, and therefore is treated as possible within the framework of a strategy for long-term human development. It has to be compatible with economic and social development.

### Policies and actions for the development of human resources in Yemen

Political leadership in Yemen keen to attach great importance to the development of human resources and to consider it as one of the priorities through the adoption of the following steps:

#### 1) 1-The establishment of the Supreme Council for Education Planning

They should from different kinds of education policies and patterns . The Supreme Council should have Education Planning tasks and perform the following functions:

- Policy and general trends that must be followed by the public education system, university and technical and vocational education.
- Direct stakeholders planning of education to improve the standards of different education and keep up with the latest developments. It should be cognitive accelerated through the development of curricula and prepare qualified teachers to meet the requirements for graduation and keep pace with modern developments.
- Directing plans and programs of the State towards the goals and targets to be achieved in each branch of learning styles and set priorities according to their respective plans and development projects. Direct financial allocations should be available to the education sector about the purposes which yield the best returns in the sector and propose financial resources to broaden the base of education in general. Drawing orientations for future national education and optimal use of resources while providing the best conditions for enhancing the contribution of private national institutions and non-governmental organizations and coordinate their activities in the field of education and training.

#### 2) The adoption of strategies for the development of human resources for education in the Republic of Yemen

- Strategy for literacy and adult education
- Strategy for girls' education
- Strategy for primary and secondary education
- Strategy for technical education and vocational training
- Strategy of Higher Education and Scientific Research

Recognizing the importance of the role and qualification of human resources to supplement the cadres trained and the fact that education is the gateway to life and a bridge to communicate with branches of education, other professional associations, which has become the backbone of develop-

ment, and one of the cornerstones in the renaissance and progress of society by giving the human element of interest to raise and diversify its fields to acquire theoretical knowledge and to apply, the government approved national strategy for education to complete episodes of the contract's strategic education and training sector, starting with the strategy of basic education and strategy of technical education and vocational training and the strategy of literacy and adult education, a strategy of girls' education, through continued efforts to complete the strategies of secondary education and higher education, an investigation of the goals and objectives of the strategy of poverty alleviation and the Millennium Project 2015, under the umbrella of the strategic vision of Yemen 2025.

### Government spending on human resources development

Education sector has seen of considerable interest in the course of economic development in the last thirty years from a base that education is the foundation of development and the advancement of any community. One of the key indicators on development and growth in the education sector is the size of the annual financial allocations from the general budget of the government, It turned education funding in Yemen towards increase year after year. It increased during the years (2002 - 2004) from (123.926) million riyals to (164.622) million riyals, the increase is (32.8%)

### The education system in Yemen

- Public education and supervised by the Ministry of Education The basic education (9 years) Secondary education (3 years)
- Technical and vocational education , supervised by the Ministry of Technical Education and Vocational Training Vocational training institutes (3 years after primary school) Technical institutes (2 years after secondary school ) Community Colleges (4 years)
- Higher education and supervised by the Ministry of Higher Education and Scientific Research.

Western style tertiary education really only began in the 1970's when Sana'a University was established.

Today there are 9 state-funded ones, and a variety of private universities and colleges too.

### Trends and policy of the Ministry of Education for the development of human resources

Today, we can clearly see the achievements made by the Ministry in this direction both in terms of opening educational institutions and training of new or in terms of special equipment and which come within the plans of an organization to receive the huge influx of students, despite the scarcity of funds that do not meet the implementation of the plans, But I was carried out by the ministry of many training programs and rehabilitation in all districts and provinces of the Republic.

### Stages of public education

- Basic Education from the age of (6-15) years, the duration of the study (9) years
- Secondary education from the age of (15-17) years and the duration of the study (3) years

### Growth indicators 2008-2009

Basic education schools increased from around 9930 schools in 2000 to 10293 schools in 2002 and 12191 in 2010. The number of classrooms also showed an increase from 127476 classrooms in 2006 to 144194 in 2010.

Secondary Education Schools increased from around 298 schools in 2006 to 321 schools in 2010. The number of classrooms also showed an increase from 14876 classrooms in 2006 to 16375 in 2009.

Basic and secondary education schools increased from 3538 schools in 2009 to 3732 schools in 2010.

**Recommendations**

1. Finding legislation and laws for education, including a unified position to fulfil its role in the development of skills and capacities of the employees, including any restrictions and remove impediments in the way of developments in Yemen.
2. Proper planning for sustainable development requirements.
3. Within the perspective of economic and social development, it is necessary to develop a strategy for the development of modern public education. The aim of this strategy is to achieve the crucial role of this sector in the promotion of qualifications and skills of the labor force in Arab countries, and to provide the labor market on their needs of basic human skills and to attract highly qualified personnel.
4. Building a national system of information on education of various levels to facilitate the control and information flow in order to serve its growth and development, and achieve the harmonization of outputs and labor market needs and development requirements, in coordination with the relevant authorities for the development of aspects of cooperation with countries and organizations, regional bodies and Arab and international relations in order to achieve goals.
5. Attracting experts and specialists in the field of training and rehabilitation to contribute to the success of the development of human resources for the improvement and development of education
6. Working on a national awareness among employees of the importance of education and learning
7. Working on creating an appropriate atmosphere among workers in basic education schools and secondary schools. To work as a team, which would make the learning process successful.
8. Further prospective studies on human resource development practices to improve and develop education
9. Supporting Responsible Leadership training and rehabilitation sector and human resource management by providing human resources development requirements for the improvement and development of education
10. Working on removing disabilities which limit the development of human resources for the improvement and development of education
11. Attention and action to provide training opportunities for all employees

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