

## **UGANDA'S HUMAN RESOURCE CHALLENGE**

The book 'Uganda's human resource challenge: Training, Business Culture and Economic Development, by Jörg Wiegratz, explores salient issues of Uganda's economic development process, linking the analysis to the theme of human resource development. The book focuses on aspects of human resource development which are related to the building and deepening of capabilities, and the skills, knowledge, know-how and experience relevant to enhanced economic development. Human resource development, or HRD, as used throughout the book, stands for education but especially training and day-to-day, on-the-job learning in broad terms. The author argues that HRD is crucial for Uganda if the country is to address the challenges and opportunities of economic development and work towards her targets for poverty reduction, accelerated economic transformation and sustainable growth, and private sector development.

The analysis identifies deficits in capabilities, skills, know-how, experience, linkage building, and technology use as well as undesirable business practices. These shortcomings limit economic diversification, productivity enhancement, job and income creation, as well as poverty reduction in Uganda. The book calls for more efforts towards human resource development. The current narrow mainstream economic policy focus on improved physical infrastructure in terms of roads and electricity, or the provision of adequate finance and the conventional pillars of what is called 'an enabling environment' alone will not foster economic development and broad-based well-being. More emphasis needs to be put on human resource development, especially training and workplace learning as well as related aspects of business practices and norms in the country, in short, an improved 'business culture'. The Ugandan people and the private sector need more state support - in addition to the predominant education and health focus of the government and donors - if they are to develop the required human resources. It is essential to focus on technical, organisational, managerial, entrepreneurial, learning, innovative, social and institutional capabilities. Efforts towards dealing with these challenges will require attention to the political-economic climate of the country.

The book also discusses implications and develops recommendations to enhance the contribution that the business, technical and vocational education and training sector can make in addressing human resource needs in Uganda. The focus of related government policies and programmes as well as donor support - including implementation priorities and performance - was reviewed with the intention of examining the extent to which their priorities capture such salient aspects.

In doing so, the book presents main arguments, findings, conclusions, and recommendations of an extensive research process carried out in the years 2006 to 2008. This research and the writing of the book was carried out with the intention of providing a comprehensive view on some key economic development matters that have a direct or indirect link with human resource development. The overall analysis of this book - the findings, views and ideas presented - can be seen as a range of background inputs for a general debate about human resource development and economic development and the

linkages between the two. It is hoped that the book contributes to the related debates in the country and beyond.

To make the argument, the author covers a wide range of topics such as training and learning, technology, productivity, latecomer development, competitiveness, labour market, MSMEs (micro, small and medium enterprises), entrepreneurship, value chains, cooperation and trust, economic malpractice, and human resource management as well as an analysis of the respective policies and support programmes of both the Ugandan state and the donors. The book contains more than 130 figures, tables and information boxes.

## **ABOUT THE AUTHOR**

**Jörg Wiegratz is a political scientist and an economist by training. He has also received academic training in sociology, communication science, journalism and business administration. He originates from Germany. He has studied in his home country as well as in the United Kingdom and the United States. Currently, he is in the final stage of his work as a PhD researcher at the University of Sheffield, Department of Politics, investigating the moral economy dynamics of the changes in relationships and business practices between farmers and traders in rural Uganda since 1986 in the context of neoliberal reforms.**

Prior to the PhD, Jörg has worked as a consultant and researcher in Uganda from 2004 to 2007, for the UN Industrial Development Organisation (UNIDO), the Government of Uganda (Ministry of Trade, Tourism and Industry) and the German Technical Cooperation (GTZ) on topics such as industrial development and industrial policy, value chain governance and upgrading (in both global and domestic value chains in the Ugandan context), and human resource development. He has conducted several empirical studies on these themes. He is the author or co-author of several publications. **He is a Research Associate with the Economic Policy Research Centre at Makerere University and has taught at Makerere University and the University of Sheffield.**

Jörg's research interests include: cultural political economy and related aspects of sociology and anthropology, Sub-Saharan Africa and of course Uganda. Then further, neoliberalism, market society and moral economy as well as development, global economy (including business culture, inter-firm cooperation, trust and mistrust, and economic malpractice) and aspects of socialization and learning including education and training.