

the vastly more crucial importance of human resources development (HRD) in economic and social life generally and in the development process specifically. Success in enhancing (and avoiding losing) certain human skills will arguably be the key ingredient in ensuring prosperity and peace in the developing world. In consequence, the role that individual N-S collaborators will play is pivotal. A second thesis is that the expatriate workers on whom human resources development greatly depends are diversifying to embrace not only traditional government-to-government technical advisors, but also some new forms of collaboration in the voluntary and business sectors, which have potential for building local capacities. These two theses are elaborated in following two chapters.

This chapter identifies some trends that will shape the human resources development needs of the developing world and, therefore, will shape all N-S collaborations. It is argued that technological and structural changes in the world economy, as well as some new trends in development thinking, have made HRD the make-or-break factor in the future prosperity and social development of the South.

2.1 WORLD ECONOMIC AND SOCIAL/POLITICAL TRENDS

In the 1960s, the World Bank considered the economic growth prospects of Africa to be better than those of Asia.⁶ At that time, rising demand for raw materials favoured resource-rich Africa over war and insurgency-torn Asia. Of course, the historical reality has been quite the opposite. The explanation, most development thinkers now believe, lies in certain technological, economic, and political changes, which have rewarded countries that upgraded their human resources and institutional capacities (both inside and out-

6. Easterly, William and Pritchett, Lant, "The Determinants of Economic Success: Luck and Policy," *Finance and Development*, December 1993.