

mance. In the short term, however, it will be difficult in some countries to eliminate operational roles by some foreign personnel, although the effort should always be made to prepare nationals for eventually assuming responsibility.

- Collaborations in support of good governance, participatory development, and democratization will increase.
- Collaborations in support of institutional pluralism, primarily in the NGO sector, and in building the capacities of these institutions, will multiply.
- Collaborations to build local capacities for policy analysis and economic and administrative management, in all sectors of the government and private institutions, will increase.

None of these new emphases will be easy to achieve, particularly because there are dangers as well as opportunities in the global trends outlined above. The internationalization of labour markets in particular makes human resources development and institutional development more difficult to achieve than in the past, due to the higher potential for loss of manpower from emigration. This underlines the point that sustainable human resources development depends enormously on achieving a certain critical mass of trained personnel and on political stability and social equity to minimize brain-drains and other sources of human resource losses.

While recognizing the importance of other developmental priorities, it is fair to suggest that human resources development (including its close relation institutional development) is the most pivotal of priorities because it is the one that empowers. N-S collaborators have a special role in ensuring that this building of their host country's capacities stands a chance of success.