



MOZAMBIQUE MINISTRY OF TOURISM

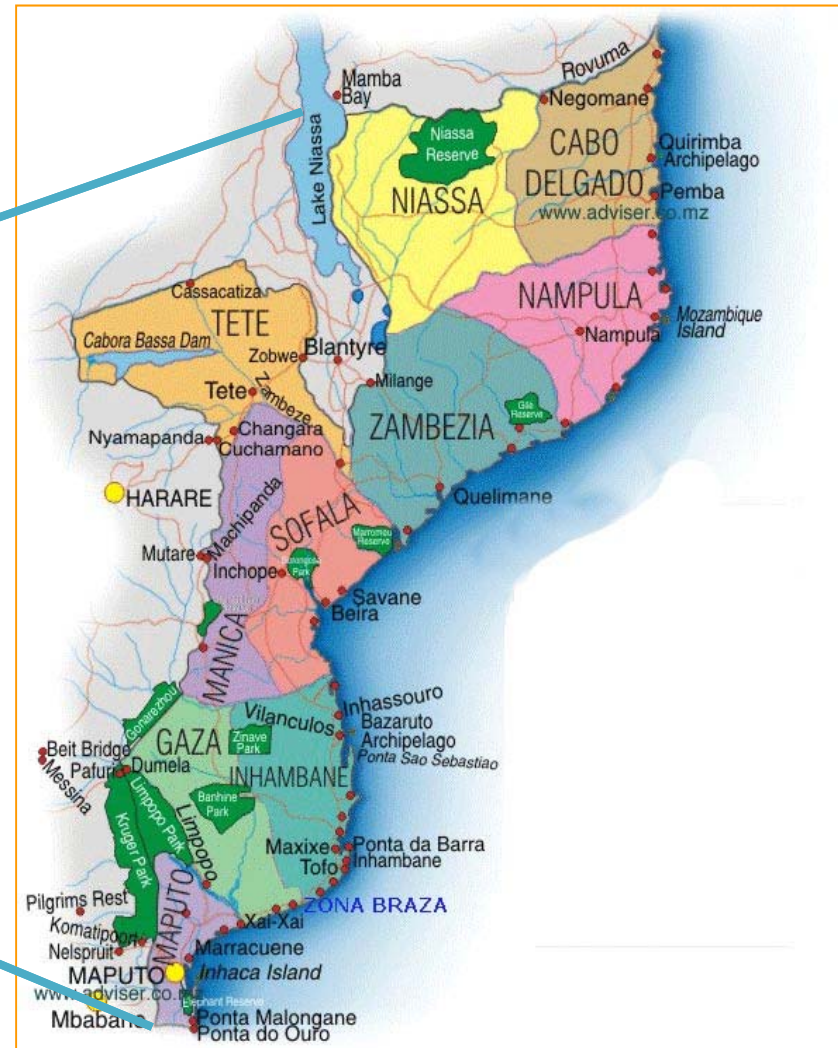
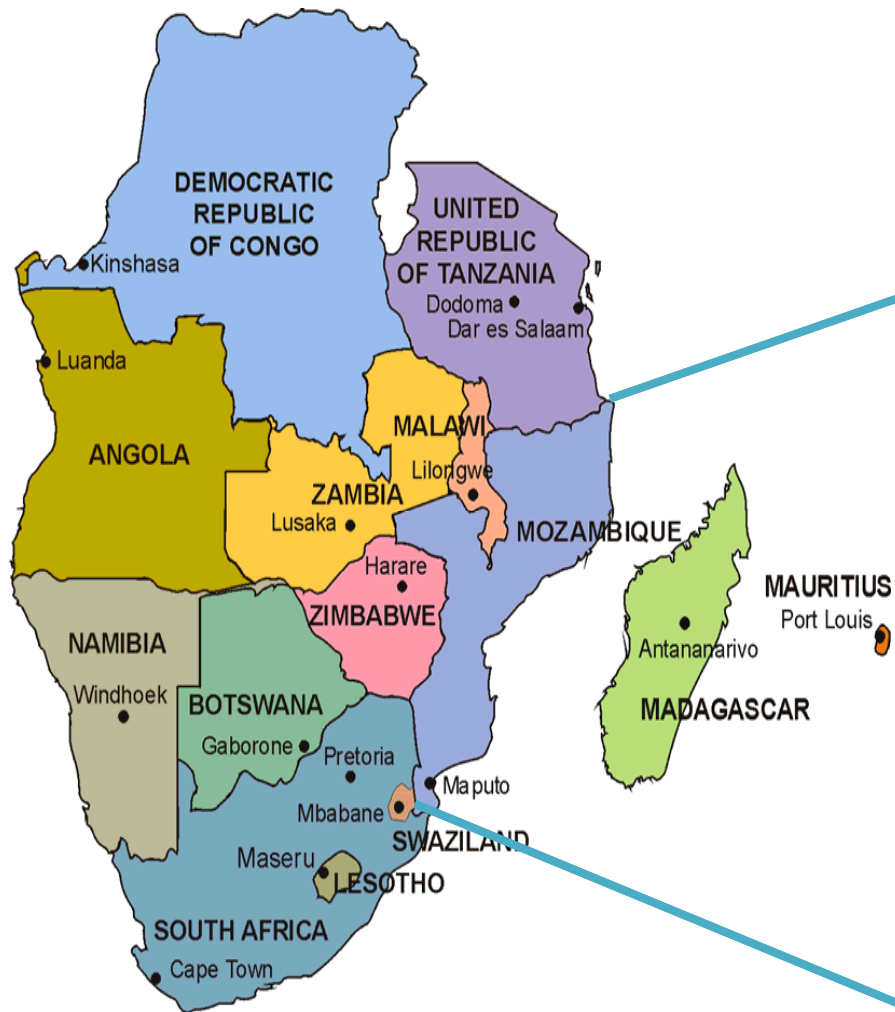
HUMAN RESOURCES DEVELOPMENT STRATEGY

(2006-2013)

Maputo, September, 2014



Mozambique Geographic Location in Africa





Organizational Structure and Staff Numbers

II. Staff of the Ministry

Organic Unit	Gender		Total
	Male	Female	
Ministry	82	49	131
Provincial Directirates	230	155	386
Implementing Agencies			
Tourism Board	27	19	46
Conservation Areas Management Unity	710	67	777
Total	1.049	290	1.339

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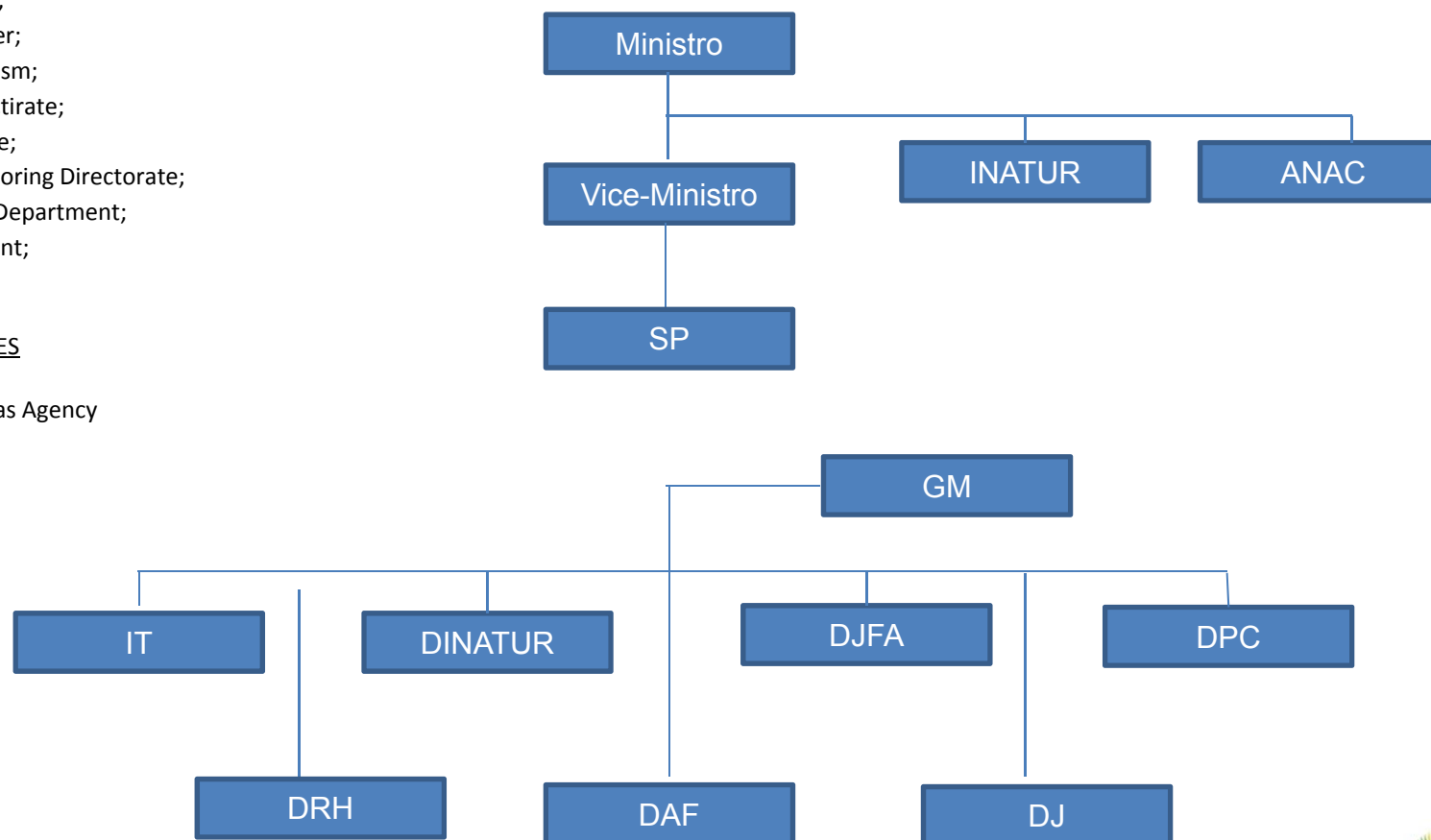
Organograma do Órgão Central

LEGENDA:

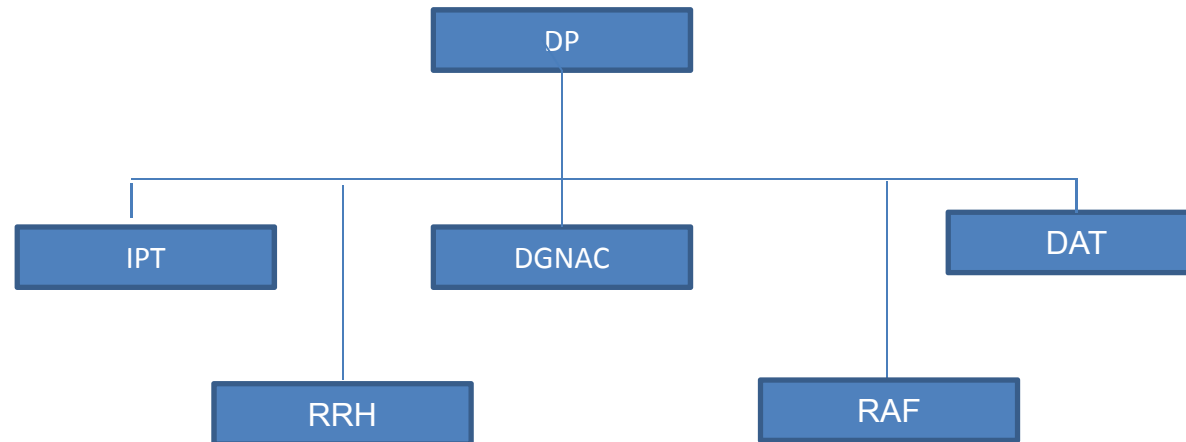
SP: Permanent Secretary;
GM: Office of the Minister;
IT: Inspectorate for Tourism;
DINATUR: Tourism Directorate;
DJFA: Gaming Directorate;
DPC: Planning and Monitoring Directorate;
DRH: Human Resources Department;
DAF: Finance Department;
DJ: Legal Department.

IMPLEMENTING AGENCIES

INATUR: Tourism Board
ANAC: Conservation Areas Agency



Provincial Organs



LEGEND:

DP: Provincial Director

IPT: Provincial Tourism Inspectorate;

DGNAC: Provincial Conservation Areas Unit;

DAT: Tourism Mangement Unit;

RRH: Human Resources ;

RAF: Finance Unit;

Prospects vs Challenges

1. Develop Qualified Human Resources for the management and supervision of hospitality and tourism including the conservation areas, through continuous training of professionals in the sector.
2. Develop strategic partnerships with regional and international institutions and organizations for the training of tourism professionals at all levels.
3. Develop programs to involve more participation of women in the tourism sector in order to promote gender equality.
4. Promote measures to reduce the impact of chronic-degenerative diseases, HIV/AIDS and eliminate all forms of discrimination against professionals affected.
5. Prioritize the hiring of candidates with specific training in Tourism and Hospitality , without prejudice to the other type of professional skills that complement tourism.

Prospects vs Challenges (cont.)

6. Conduct regular workers evaluation in order to promote career progressions and changes in accordance with the law in force on this matter.

7. Conduct induction programs for new entrants to the industry through manuals and regulations drawn up by the respective Organic Units and the use of more experienced officials;



MOCAMBIOUE

Prospects vs Challenges (cont)

9. Undertake implementation evaluation of the previous human resources development strategy (HRDS 2006-2013) in order to design a new 10 years HRD following the approval of the Tourism Development Strategy for 2015-2024.

Coral Islands



**Thank you for your
attention**