

(See EXECUTIVE SUMMARY also in Alnap 79_exc)

8. Conclusions

Humanitarian and development organisations are becoming increasingly important on the international stage. With this increasing importance comes a requirement for greater accountability to the public, to institutional donors and to the intended beneficiaries and a corresponding need for improved professional standards. Agencies must also recognise that this increased professionalism cannot be achieved without competent and well trained staff, who play such a central role in ensuring effective programmes. A code of practice in human resources will assist and enable the development of such a cadre of workers.

The recognition of the need for a professional body can be seen as one of the features of a maturing profession, a rite of passage in the coming of age. Most other professions have already developed their own associations. It is now time that agencies and individuals involved in relief and development do the same, to meet the challenges of the future.