



Conseil Régional de
l'Oriental



Wilaya de la Région
de l'Oriental
Logo



In partnership with the Ministry of the Interior of the Kingdom of Morocco, the Association of Regions of Morocco (ARM), the Moroccan Association of Presidents of Communal Councils (AMPCCC) and the Oriental Regional Council of Morocco United Cities and Governments of Africa (UCLG-Africa) and its African Local Government Academy (ALGA)



Organization of the 2nd Edition of the African Forum of Territorial Managers and Training Institutes Targeting Territorial Governments

« Mobilizing for the Human Capital Development of Territorial Governments: a Key Requirement for Achieving the Sustainable Development Goals »

Kingdom of Morocco, Oriental Region, City of Saidia, April 25 & 26, 2018

« Together for an Effective Local Africa »

CONCEPTUAL NOTE

Following the success of the 1st edition of the African Forum of Territorial Managers and Training Institutes targeting the Local Governments organized on 18-20 September 2017, in the Kingdom of Morocco, at the International University of Rabat (IUR) in Salé and leading to the development of a Roadmap for the Management of Human Resources of Local Governments, United Cities and Local Governments of Africa (UCLG-Africa), via its African Local Government Academy (ALGA) and in partnership of the Oriental Regional Council Of Morocco, organizes the 2nd edition of this Forum in this Region, in Saïdia, from 25 to 26 April 2018, on the theme: « Mobilizing for the Human Capital Development of Territorial Governments in Africa, a key requirement to achieve the Sustainable Development Goals".

GENERAL CONTEXT

At the global level, Global Agendas linked to Sustainable Development, whether Sustainable Development Goals, New Urban Agenda or Climate Agenda, form a universal and ambitious program "of the people, by the people and for the people" to choose and take new ways to move forward and improve the lives of people around the world.

At the level of the African continent

The Future We Want for Africa in Accordance with Vision 2063:

1. A prosperous Africa based on inclusive growth and sustainable development;
2. An integrated continent, politically united and rooted in the ideals of Pan-Africanism and the vision of the African Renaissance;
3. An Africa where good governance, democracy, respect for human rights, justice and the rule of law are on the agenda;
4. An Africa living in peace and security;
5. An Africa with a strong identity, common heritage, shared values and ethics;
6. An Africa which development is people-oriented and which builds on the potential of its people, especially women and young people, who care about the well-being of children;
7. An Africa acting as a strong, united and influential actor and partner on the world stage.

At the level of UCLG-Africa

UCLG-Africa represents the unified voice of Local Governments and Cities on the African Continent whose vision, was adopted at its Founding Congress held from 15 to 18 May 2005 in the city of Tshwane in South Africa, is as follows : "Building African Unity and Leading African Development Through Deep Roots". To achieve this vision, the Organization has included among its Priorities investment in Human Capital and intellectual exchange and empowerment of local governments, through advocacy, research, learning, learning through Peers, exchange of good practices and experiences, training and capacity building.

UCLG Africa holds as key moment to realize this vision, the Africities Summit. Thus the 7th edition held in South Africa, in Johannesburg, from November 29 to December 3, 2015, had retained as general theme « ***Shaping Africa's Future with the People: The Contribution of African Local Authorities to the 2063 Vision of Africa***», an opportunity to mobilize all African actors and stakeholders to contribute to the realization of the African Vision defended by the African Union and to unify their commitment to the realization of this vision. In so doing, the Summit ensured that the people of Africa took ownership of Agenda 2063, a prerequisite for its realization and implementation on the ground. Thus, the recognition of the central role of the people and of Human Capital in the realization of Agenda 2063 and the Sustainable Development Goals must remain at the center of UCLG-Africa programs and activities.

The Salé Declaration adopted at the end of the 1st edition of the Forum of Territorial Managers and Training Institutes targeting Local Governments in 2017, and representing the roadmap of ALGA, reinforces this vision and these commitments, especially in its paragraph 1 which has:

« 1. We reaffirm our commitment to local governments focused on human rights and people services, with dedicated and competent local elected officials and officials working hand-in-hand with citizens and all stakeholders in the region for the benefit of citizens»

In addition, the 8th edition of the Africities Summit to be held on 20-24 November 2018 in Marrakech which has adopted as its theme: "The Transition to Sustainable Cities and Territories: The Role of African Territorial Governments", will be a good opportunity for to question the future of African cities, territories and territorial collectivities. This will be to start from the situation of Africa in globalization and urbanization; to highlight the various dimensions of the transition from

current mutations; to emphasize the role and strategy of these entities in the transition dynamics. The Human Capital dimension occupies a strategic place.

The Human Capital and Local Sustainable Development Dimension

The theme chosen for the 2nd edition of the Forum has several dimensions, raising several questions and challenging several actors, particularly on the following three aspects:

- ***What Human Capital is it?*** Developing Human Capital requires investing in its various components in an inclusive, participatory and "lifelong" way, whether the human capital of the State and the various spheres of National Governments legislating, regulating, controlling and accompanying the central and decentralized level, the Human Capital of Regional and Local Authorities, whether they are local elected officials / local officials or the Human Capital of the civil society with its various components (communities, citizens, NGOs, private sector, educational and training institutions, minorities ...).
- ***The crucial role of human capital*** in realizing the dynamics of sustainable development in Africa toward the multiple challenges facing the continent (peace and security, rapid urbanization, climate change, migration, endemic debt, technological challenge, youth expectations, discrimination against women, among other challenges).
- ***How to mobilize, in what ways and with what means to develop the Human Capital of African Territorial Governments?***

Public Sector Human Resources Management is generally understood as an area of study, theory and practice in the Public Administration discipline that involves the management of people (not to mention records of these people), their working relationships and all aspects of employee work, such as human resources planning, recruitment and selection, training and competency development, performance management, talent management and motivation, management the discipline and promotion of ethics and ethical behavior and the motivation and the well-being of employees, it is understood that all these activities must be carried out in pursuit of the objectives of the organization concerned for the benefit of the public.

In the global and African context with the multiple challenges, expectations and aspirations of the 4th Industrial Revolution and the rapid pace of change and transformation of all kinds, the mobilization for the development of Human Capital which has several dimensions, institutional, political, legal, technical, social, technological, means, as a minimum:

- The creation of an enabling environment, at all levels and among all state and non-state actors, for the motivation, mobilization, commitment and involvement of human capital;
- Investment in the transformation of Leadership at all levels;
- In the context of human resource planning, one must be able to anticipate the future human capital needs necessary to fulfill mandates effectively;
- Put in place recruitment and selection strategies to employ the right people for the right jobs;
- Ensure that their recruitment and selection strategies facilitate the employment of women, youth and people with special needs;
- Ensure that once employed, employees are continuously and "throughout their lives" trained and developed to realize their human potential, to thrive, to give their best, thus enabling them to effectively achieve the goals and aspirations of their organization;
- Ensure that employees are trained and supported to maintain high standards of ethical behavior in order to enhance and anchor the creation of a governance environment free of corruption or unethical behavior.

These are some key requirements for the development of Human Capital to be a lever and a strategic driver in the dynamics of sustainable development in Africa, because without high-caliber employees, without motivated, committed, competent, professional talents , able to face the challenges, able to solve problems, to listen to citizens, communities, customs and consumers, imbued with ethical values, the quest for sustainable development in Africa, particularly at the local level will be a wishful thinking!

Hence ALGA's critical role and mandate to strengthen and develop local skills, particularly through the promotion of quality standards in the field of education and training, the development and dissemination of an offer training program "à la carte", the activation of the Local Government Human Resources Observatory to be a benchmark of good practices in the management of local and subnational governments, a platform for exchanging experiences on ethical behavior, and comparison of performance in local government management, as mentioned in the Declaration of Sale.

Hence the importance of this 2nd edition of the Forum which will be organized in the Oriental Region, in the seaside town of Saidia, on 25 and 26 April 2018 and which will involve all the actors and stakeholders involved and supposed to be involved in this new mobilization dynamic for the development of Human capital. The setting lends itself perfectly. The Oriental

Region and its political leadership are renowned for their good participatory, inclusive and open governance on their national, African and global environment, particularly in the context of South-South Cooperation.

General Objective of the Forum

The Forum will be an opportune occasion to provoke a general reflection on the bases and the modalities of the mobilization, of all the actors and at all levels of governance, for the development of the Human Capital of the Territorial Governments in Africa, as a condition sine qua non Sustainable Development.

Specific objectives

- Mobilize, involve and challenge all actors and stakeholders concerned by the issue of the development of Human Capital at the local level;
- Highlight the natural link between the development of Human Capital and Sustainable Development;
- Conduct a substantive debate on the roles and responsibilities of all actors in the mobilization dynamic;
- Define the modalities of this mobilization;
- Exchange good practices ;
- Exit with concrete recommendations that will be presented at the Africities 8 Summit which will take place in Morocco, in Marrakech, from 20 to 24 November 2018.

Scenario of the Forum

1st Day of the Forum

- Official Opening

- A 1st Plenary Session: *Mobilization for investment in Human Capital of Local Governments in Africa: a key requirement for achieving the SDGs.*

The implementation of the SDGs is a major challenge for the international community and requires the involvement of all actors and all stakeholders, both at the international level, at the continental level, at the national level and above all at the local and territorial level. In this respect, the Local Governments have a crucial role to play in this implementation, considering, first of all, their roles, responsibilities and competences in terms of human development, territorial development, economic development and sustainable development. Their proximity to populations, citizens and

communities makes them a key player in the process of domestication and localization of Global Agendas related to sustainable development in its various dimensions. This is the objective of SDG 11, which aims to "Make cities and human settlements inclusive, safe, resilient and sustainable".

In fact, the local space as a space of proximity and action represents the relevant, if not natural, space for concrete implementation to achieve sustainable development.

Looking for baselines and foundations for investing in the Human Capital of Local Governments in Africa requires that we approach the issue from the point of view of several perspectives that complement each other and must work in a coherent way, whether international perspectives (UN, World Bank, OECD) and Continental (African Union), or national and territorial / local perspectives.

In order to deepen the debate on these different perspectives, the theme of this 1st Plenary Session will be divided into three parallel Thematic Sessions dealing respectively with Human and Social Development, territorial competitiveness and local economic development, as well as sustainable development.

2nd Day of the Forum

2nd Plenary Session: *Mobilizing Human Capital, which modalities? which responsibilities? What avenues for reform? What best practices?*

Once having gathered a consensus among the participants on the basics and the fundamentals of the mobilization, all over the place, for investment in Human Capital at the local level, several questions can be raised about how to ensure and guarantee this mobilization:

Since Local Governance and territorial / local development involve the mobilization of several types of actors and stakeholders, what Human Capital is it to generate a general mobilization at all levels ??? political leadership, decision-makers and government officials, local elected representatives, local authority human resources, private sector human capital or populations, citizens and communities and components of the society civil? These different actors can be grouped into three categories: those who are decision-makers, those who help with the implementation of decisions and those who are the beneficiaries of decisions. Mobilizing the human capital of local governments means ensuring that all these different actors are effectively involved in implementing the SDGs in an integrated, coherent and sustainable way. This involves

investing in innovation and performance, investing in HRM through motivation and talent retention, investing in citizen engagement and inclusion, investing in equality and non-discrimination

These issues will be divided in 3 parallel thematic sessions respectively on innovation and anchoring performance, modernization of HRM at the local level, the inclusion and integration of diversity.

The Forum will also be marked by two moments:

1. The awarding of certificates to the 1st Promotion of Territorial Coaches;
2. The holding of the 1st General Assembly of Human Resources of Local Governments of Africa.