



THE AFRICAN LOCAL GOVERNMENTS ACADEMY (ALGA)

OF UCLG AFRICA

THE LOCAL AFRICA HR NETWORK

&

THE LOCAL AFRICA HR OBSERVATORY

AFRICAN LOCAL MANAGER VOICE

N°3, JUNE 2020

THEME:

***"Moving from Diversity to Inclusion:
Where we are at Local Level in Africa?"***

CALL FOR CONTRIBUTION

Deadline for submission of the contributions:

15 JUNE 2020

(www.uclgafrika-alga.org)

With the Support of the European Commission



«Together for an Effective Local Africa»

I- INTRODUCTION

The African Local Manager Voice is a biannual publication proposed by the African Local Governments Academy(ALGA) of UCLG-Africa, the Local Africa HR Network, the Local Africa HR Observatory, as part of their commitment to the motivation and development of Human Resources at African local level.

This new platform offered to Territorial Managers is intended to be a space for exchange, communication, sharing, debate and networking, making it possible to give visibility to Territorial Managers, to hear their voices and opinions, to exchange successful experiences and good practices. It is also a window where they can present and enhance their missions, their professions, their challenges, their innovations and their creativity. Finally, it is an opportunity for them to discuss the different issues related to Human Resources Management at the local level.

Initially, the Bulletin will welcome contributions in English and French, with the future prospect of investing better in the cultural diversity that characterizes our Continent.

The 1th issue was disseminated online as well as during the 3rd edition of the African Forum of Territorial Managers and Training Institutes targeting the local level (FAMI3) organized in Morocco, at Al Akhawayn University in Ifrane, from 10 to 14 June, 2019, to which Managers from the Central African Republic, Burundi, Ghana, Morocco, Senegal and Togo contributed. This first issue of the bulletin focused on "The main functions of Human Resources Management at African Local level: sharing of experience!".

The 2nd issue was disseminated online in January 2020 thanks to contributions of Territorial Managers from Benin, Burkina Faso, Cameroon and Ghana as well as their "friends" (Expert from Belgium, Academia Lecturers from South Africa, and a student from Senegal (both issues can be found in ALGA website www.uclgafrica-alga.org). We take this opportunity to express our deep gratitude and our sincere thanks for their trust, commitment and contributions. This 2nd issue was a space to discuss and exchange on "Creating an enabler environment for the Development of Human Resources of Local Governments in Africa: sharing good practices".

II- THEME OF THE 3RD ISSUE OF THE AFRICAN LOCAL MANAGER VOICE

We wish to devote this 3rd issue to the following theme: "From Diversity to Inclusion: where are we at Local Level in Africa?".

The choice of this theme lies in the following main considerations:

At the international level, the International Community has retained and is working to concretize the Slogan "Leaving no one behind" for the World We Want and for the Sustainable Development to which we aspire.

At the African level, the Agenda 2063 is the vision and master plan for Africa aimed at transforming Africa into the world power of the future. It is the continent's strategic framework that aims to achieve its goal of inclusive and sustainable development.

The African Charter on the Values and Principles of Decentralization, Local Governance and Local Development, adopted in 2014, which is being signed and ratified by African States, is inspired by the fundamental values of community participation and inclusion, solidarity, respect for human rights, diversity and tolerance, justice, equality and equity, etc.

Still at the African level, the African Union published in 2019, a report on Governance in Africa, Promoting the common values of the African Union, which focused in particular on transformative Leadership. According to this Report, the characteristics of transformative leadership in Africa are:

- Existence of a national vision;
- Existence of a national vision in line with Agenda 2063;
- Existence of national visions aligned with the 2030 Agenda of the SDGs;
- Launching or implementing innovative programs over the past 20 years;
- Existence of government programs taking into account minorities;
- Existence of government programs focusing on women and youth;
- Existence of discriminatory laws that undermine gender equality or perpetuate inequality;
- Countries with citizen participation mechanisms;
- Countries with a government anti-corruption strategy.

In a report published by McLEAN & Company entitled "2020 HR Trends Report. Six Mega Trends that are reshaping HR"¹, this Company selected six (6) global trends that are reshaping the evolution of HRM in 2020, namely:

¹ See the website: mcleanco.com

Increasing support for HR professionals	Evolution of HR design	Talent management in agile organizations
Reskilling in the age of digital disruption	Technology and talent acquisition	Moving from diversity to inclusion

Regarding in particular the transition from diversity to inclusion, this same Report underlines: "Research has consistently found greater diversity leads to stronger innovation, better bottom-line results, and numerous other positive organizational outcomes. There's no doubt awareness is the foundation to making strides in diversity, however, it is clear organizations must widen the lens on what diversity means and move beyond surface-level awareness to changing practices and initiatives to focus on inclusion. Ultimately, diversity without inclusion will fail to capture all the benefits organizations are seeking".

For McLEAN & Company, an inclusive environment can be built on:

- Design and implementation of training programs on inclusion;
- Integration of inclusive behaviors in the values and culture of the organization;
- Evaluation of inclusive behaviors in performance metrics;
- Articulate the link between the Department of Diversity & Inclusion (D&I) and the organizational objectives;
- Monitoring and reporting on the measures taken by D&I;
- Creating resource groups for employees;
- Tackling pay gaps between the sexes and/or minorities, etc.

Contributions should therefore relate to all reforms, measures, methods, projects or initiatives aimed at creating a work environment based on both diversity and inclusion. As examples:

1. Your own experience interest us in the first place: what is your perception of the issues of diversity and inclusion;
2. Does the Local Governments where you work integrate diversity and inclusion in its vision, strategy, structures, activities?
3. Are there measures or reforms targeting women, youth, people with disabilities, minorities, elders, etc. at local level?
4. Are there administrative structures at the local level in charge of integrating diversity and inclusion?
5. Are there awareness, training and capacity building programs on diversity and inclusion?
6. How, from your point of view, do we move from diversity to inclusion?

III- WHO CAN CONTRIBUTE?

The Bulletin is mainly open to contributions from African Territorial Managers, whatever their fields of activity or professional sector. However, in a spirit of openness to the environment of African Local Government, and Benchmarking, any other contribution with added value, in terms of information or knowledge sharing, successful experiences and good practices, will be welcome. In the 2nd issue of this Bulletin, such contributions are called as coming from "Friends" of African Territorial Managers.

IV- SOME PRACTICAL GUIDELINES FOR CONTRIBUTIONS

Your contribution must comply with the following substantive and formal conditions:

- Clearly define the issue addressed;
- Present the measure (s) initiated, adopted and implemented to make the environment of Local Governments and Human Resources respectful of diversity and inclusion;
- Explain why and how, from your point of view, this measure contributes to integrating diversity and inclusion;
- The contribution must consist of four (4) pages maximum, or 1500 words;
- Character: Time New Roman, 12;
- Any quote mentioned must include its source (author, document from which it is extracted, exact title of the document, date of publication...);
- Attach your picture and a biography not exceeding 5 lines maximum, the Institution where you work, as well as all your contacts (GSM, Tel, Fax, Email, Portal or Website of your institution).
- **Deadline for submission of contributions: June 15, 2020.**

Contributions must be sent to:

- Dr Najat Zarrouk, Director of the ALGA Academy of UCLG-Africa, Rabat, Morocco. Email: najat_zarrouk@yahoo.fr / Phone: +212 (0) 661 120 552

By copying:

- Mr Wahir Justin SOME, Director of ALGA Ouagadougou, Burkina Faso
Email: wjsome@uclga.org / Tel: 00226 70 25 19 19
- Ms. Lova RAMILJAONA, Officer in charge of Pedagogical Affairs
Email: lramiljaona@uclga.org / Tel: 00212 658 333 027/00212 537 260 062
- Ms. Philomène DABIRE, Management Assistant and Accountant
Email: pdabire@uclga.org / Tel: 00 226 70 26 67 03/00 226 25 30 25 67
- Miss Fariath CHABI, Management Assistant, Research officer
Email: Fchabi@uclga.org / Tel: 00212700991848

NB: These contacts are all reachable by WhatsApp

Do not hesitate to contact us and visit our Website: www.uclgafrica-alga.org