



Distr.: LIMITED

E/ECA/GPAD/APRM/1/Inf.2
January 2011

Original: **ENGLISH**

**UNITED NATIONS
ECONOMIC AND SOCIAL COUNCIL**

ECONOMIC COMMISSION FOR AFRICA

GOVERNANCE AND PUBLIC ADMINISTRATION DIVISION

External peer review meeting

**“Diversity Management in Africa: Findings from the African Peer Review
Mechanism and a Framework for Analysis and Policy-Making”**

United Nations Conference Centre (UNCC)

Addis Ababa, Ethiopia

8 March 2011

Draft

AIDE-MEMOIRE

I. Context and Background

1. Considered to be the most innovative and important element of the African Union's NEPAD initiative, the African Peer Review Mechanism (APRM) was launched in March 2003 to address governance challenges facing Africa including systemic political rigidity characterized by executive dominance over the legislative, political exclusion, poor economic governance and persistent internal conflicts, pointing to an urgent need to improve all aspects of good governance in the continent.
2. Currently, 29 countries have acceded to the mechanism out of which fourteen (14)¹ have completed the peer review process. Nearly seven years since the process began, a lot of lessons have been learned and insights gained over the experiences of the process.
3. The major findings from these assessments were the basis of the National Country Review Reports (CRR), which addressed the deficiencies and identified the main challenges confronting African States. Among other issues, such as corruption, election management, land ownership, one of the main emerging issues pointed out in the APRM CRR was the inadequate management of diversity. The latter has been a major challenge in most of the African countries with immense human cost related to diversity-related internal conflicts.
4. Against this background and in line with its analytical and advocacy work in support of the APRM, the Governance and Public Administration (GPAD) of UNECA undertook a diagnostic study on the managing diversity issues from the APRM National Country Reports.
5. In this regard, UNECA commissioned in November 2010 a Synthesis Report on this theme entitled **“Diversity Management in Africa: Findings from the African Peer Review Mechanism and a Framework for Analysis and Policy-Making”**.
6. The main purpose of the Synthesis Report is to use the findings of the existing thirteen (13) APRM Country Reports as a point of departure in identifying the main challenges confronting African states in managing diversity as a governance challenge and identifying the best practices within Africa for the purpose of improving governance.
7. The existing APRM Country Reports provided a conceptual diagnosis of diversity management but also provided wealth of knowledge of challenges, ideal types, experiences and reasons for successes and failures confronting African countries, and lessons accruing from best practices on the continent. In this regard, the paper reviewed thoroughly the relevant sections of the existing APRM CRR focusing on “issues” of diversity management and the implication for policy analysis and formulation.

The Report covered the following countries: Ghana, Rwanda, Kenya, South Africa, Algeria, Benin, Uganda, Ethiopia, Nigeria, Burkina Faso, Mali, Mozambique, and Lesotho.

¹ The Ethiopia Report will be considered on 29 January 2011 in Addis Ababa, Ethiopia, at the 14th Forum of participant Heads of State and Government of the member countries of APRM.

8. The Synthesis Report has four objectives: **(i)** to conceptualize diversity of identities and to briefly define identity relations and identity management; **(ii)** to compile and
9. analyze the empirical findings from the African Peer Review Mechanism (APRM) process on diversity-based conflicts in 13 APRM completed countries; **(iii)** to formulate, based on the empirical findings, a theoretical framework that maps out the main factors that transform diversity of identities into a major source of conflict; and **(iv)** to suggest policy recommendations on how to promote diversity management and, thereby, mitigate diversity-related conflicts.

II. Objective of the Meeting

10. The objective of this external peer review meeting is to provide selected African experts, who have the expertise on APRM and issues of diversity management in Africa, an opportunity to review the strategic and scholarly focus of the research, validate its empirical and analytical findings and make substantive inputs aimed at improving both the quality and policy relevance of the Synthesis Report.

III. Expected Outcomes

11. The main outcome will be the validated Synthesis Report based on recommendations from the peer review meeting. The validated Report will be subsequently published by UNECA and disseminated among APRM stakeholders continentally.
12. This outcome from the meeting will be a valuable input to the upcoming African Governance Report (AGR III) whose theme is Elections and Diversity Management in Africa. The validated Report will serve as one of inputs into the final synthesis of the AGR III.

IV. Participants

13. The Meeting will invite around 15-20 participants, mainly academicians who have substantive knowledge on Africa Governance emerging issues, in particular on conflicts and managing diversity.

V. Format of the Expert Meeting

14. The meeting will be fully participatory in order to allow interactive and substantive dialogue.

Since this is the peer review of a technical paper no resolutions or declarations are expected from this meeting.

VI. Documentation

15. The Synthesis Report, together with the provisional agenda of the meeting as well as the Aide-Memoire, will be circulated prior to the meeting date as well during the meeting.

VII. Working language

16. The Expert Meeting will be conducted only in English.

VIII. Dates and Venue

17. The one-day External Peer Review meeting will take place in Addis Ababa, Ethiopia, at the UNCC on Tuesday, **8 March 2011**.

IX. Contacts

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