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AN EMERGING AFRICA: IMPERATIVES FOR HUMAN RESOURCE DEVELOPMENT

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Nelson Mandela

- "The time for Africa's renewal, for our continent to occupy the pedestal of the successful, has come to pass.
- Africa yearns and deserves to redeem her glory, to reassert centuries old contribution to economics, politics, culture and the arts and once more to be a pioneer the many fields of human endeavor".
- Nelson Mandela, in a presentation of the Africa Peace Prize to Mozambique 1st November 1997 ibid.

It hasn't been easy...

- The outdated systems continue to hold their sway in almost every area of human endeavor
- -in the academy
- -in the policy sphere
- -in the livelihood space

We were told we had nothing

- The era of the Empire,
- weak and strong at the same time,
- declared Africa to have nothing.
- In particular, its knowledge systems were irrelevant.
- We were unsuited for the modern world.

So we learnt everything.....

- So from table manners;
- and dress codes
- to economic methods,
- political philosophy
- and governmental administration,
- to notions of civilizational truth and destiny.
 (Ralston Saul J. 2014: "The Comeback".
 Toronto. Penguin Canada Books.)

Fast forward to the 21st century

- We realised that our knowledge embodies
- ➤ a significant amount of innovation and creativity
- ➤ And we contribute to the "diversity and richness of the planet's civilizations and cultures".

In policy terms..Ooppps!!!

- We also contribute to cultural identity,
- sustainable development and social cohesion
- And globally, to the
- conservation of the environment,
- the promotion of food security and
- the advancement of public health.

What does this mean???

- It means:
- We have to take what
- we feed into the minds
- of our young seriously!!!
- FROM NOW ON!!!!

To begin with A RIDDLE: THE WILL TO ACT

- What happens when we raise the ethical benchmarks in research, practice and policy work?
- What happens when the inner voice of disenfranchisement meets the outer voice of empowerment...?
- When the inner cry for self determination meets the warm embrace of codetermination? (Odora Hoppers 2015. Keynote; Learning for Change. Arusha Tanzania 2015)

Knowing that...

- Sometimes the entities that
- perform the functions and wield the authority
- are actually NOT persons like pilots and doctors,
- **but WORDS** (Odora Hoppers, Keynote to the Swedish Research Council, 2009)

How can we move,

Beyond the

- need for more Rights
- •To a method of dialogue....
- And thus to: Cognitive Justice (Visvanathan 1997)

This leaves us with few options: we have to "Rethink Thinking" itself

- In other words we have to Rethink key areas of knowledge production, such as law, economics, science, and education
- Call for transformations in the way we think about issues..
- (see my publication: "Rethinking Thinking: Modernity's "Other" and the Transformation of the University" 2012)

In the academy:

- > We have to Transform by Enlargement
- We have to introduce a wider range of stakeholders e.g bicultural experts at the epistemological level in the academy (Odora Hoppers; SARCHI Framework and Strategy 2009)
- ➤ Introducing key topics as "Innovation from Below" not from the labs, but by common people" (Prof Mashelkar and Prof Gupta; National Innovations Foundation, India)

Transformation by enlargemnt also means

- Working with Law faculties
- to strengthen the paradigmatic imperatives surrounding "Restorative Justice"
- So that they are not only stuck
- only in "Retributive Justice"
- That was part of my task in my Chair.

Keeping in mind: Duress and Humiliation

- In Africa, and most of the colonized world,
 - Duress and humiliation particularly in research and policy work (leave alone life itself) are the "single" and most important weapons of mass destruction.
 - Therefore, Cognitive Justice is the right of all forms or traditions of knowledge to coexist without duress.

Quoting Nandy

 Who states that the meek do not inherit the earth by their meekness alone – they need defences of the mind and conceptual categories around which they can organise their thoughts and actions (Nandy 1983).

Citing the Unesco Declaration: (2000)

 there is a need for a vigorous and informed, constructive inter-cultural and democratic debate on the production and use of scientific knowledge.

Jackson...and... Plato

- As Samuel Jackson's cautioned that: An injustice anywhere is an injustice everywhere.
- And from Plato: Justice will only exist where those not affected by injustice are filled with the same amount of indignation as those affected by it.

A NEW, EQUAL, MORE RESPECTFUL RELATIONSHIP

 In other words by thinking and acting so, it means that we create a unique moment when the inner voice of disenfranchisement meets the outer voice of empowerment...

 When the inner cry for self-determination meets the warm embrace of codetermination.

THANK YOU