



United Cities and Local Governments
Asia-Pacific

“Challenges and Opportunities of Regional Understanding on Managing Human Capital in Local Government”

KLRTC 36: “NURTURING HUMAN ASSETS FOR URBAN EXCELLENCE”

A stylized silhouette of a city skyline at the bottom of the slide. The buildings are represented by various colored shapes in shades of red, orange, yellow, teal, and blue, creating a gradient effect from left to right.

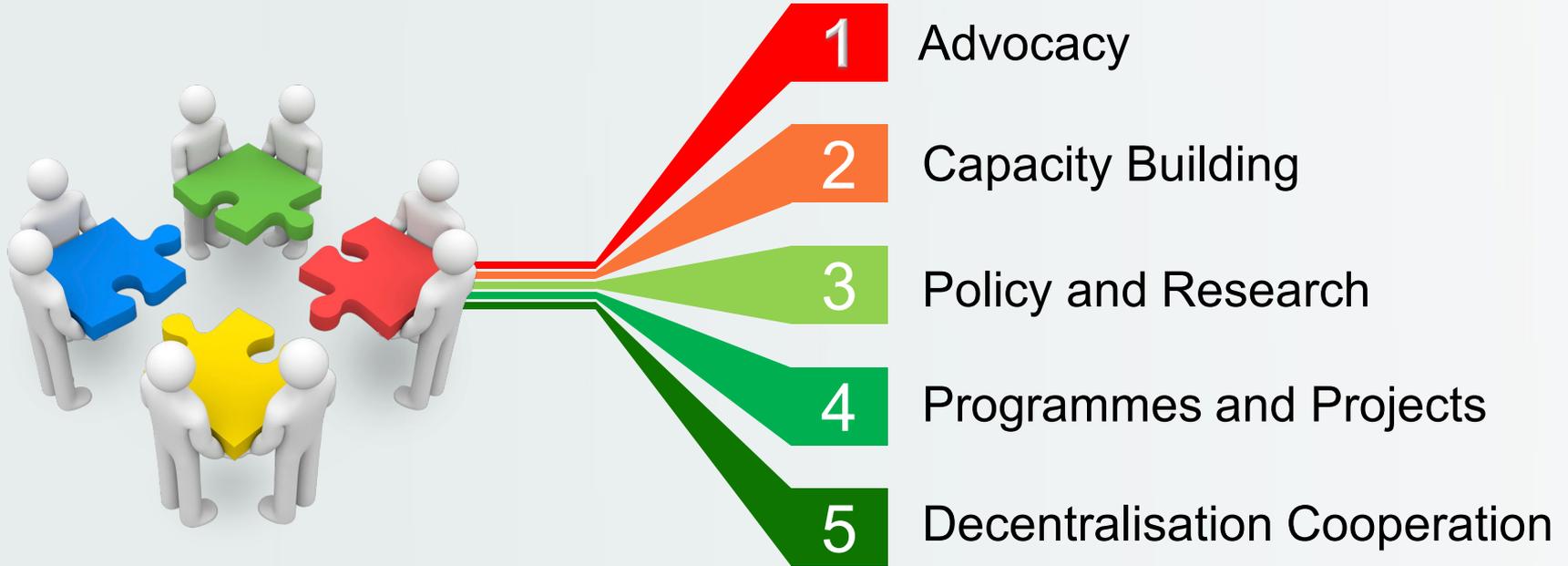
Dr. Bernadia Irawati Tjandradewi
UCLG ASPAC Secretary General

UCLG ASPAC

- IULA was established in 1913 in Belgium, while IULA ASPAC, headquartered in Jakarta was set up in September 1989.
- UCLG was set up as the amalgamation of IULA, Metropolis, and UTO in 2004. UCLG ASPAC was established in Taipei on 14 April 2004, as the new entity of IULA ASPAC.
- The Asia-Pacific region is the biggest Regional Section in UCLG, links to more than 10,000 cities and local governments.
- UCLG ASPAC represents well over 3.76 billion people

Mission: *“To be the united voice and world advocate of local governments, promoting its values, objectives and interests, through cooperation between local governments, and within the wider international community.”*

UCLG ASPAC Focus of Works:

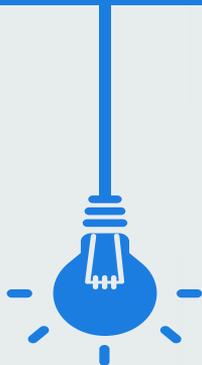


Learnt from COVID-19: Vision of Our Cities

My perspective on the Re-think Vision for cities' goals vis-a-vis Developing Human Capital in LGs in the Asia-Pacific

THE COVID-19 pandemic has stroke cities and slowed down local economy. This has also exposed the vulnerable parts of city: its health infrastructure and system as well as social system, among many others. This has inhibited local development and showed that improvements on city management is imperative. In the efforts to recover, LGs are expected to re-think how they plan and govern their city post-COVID-19.

Healthy City



HEALTHY City is one that is continually creating & improving those physical and social environments & expanding those community resources which enable people to mutually support each other in performing all functions of life and developing to their maximum potential.

Green City



GREEN city is a concept developed to address sustainable development to minimise the exploitation of energy, water & materials at each stage of the city, community, and building life cycle

Inclusive City



INCLUSIVE city is a concept that involves a complex web of multiple spatial, social, and economic factors: Spatial inclusion (access to affordable necessities, such as housing, water, and sanitation); Social inclusion (access to equal rights, participation for all, including the most marginalised), & economic inclusion (access to economic opportunities for all).

Thriving, Circular City



CIRCULAR city takes the Kate Raworth's concept on the Doughnut Economy model. This model brings together the environmental sustainability and social justice topics. It offers a way to work towards creating a safe and just space.



What is Human Capital?

“The knowledge, skills, competencies and attributes embodied in individuals that facilitate the creation of personal, social and economic well-being”

OECD, 2001

Includes:

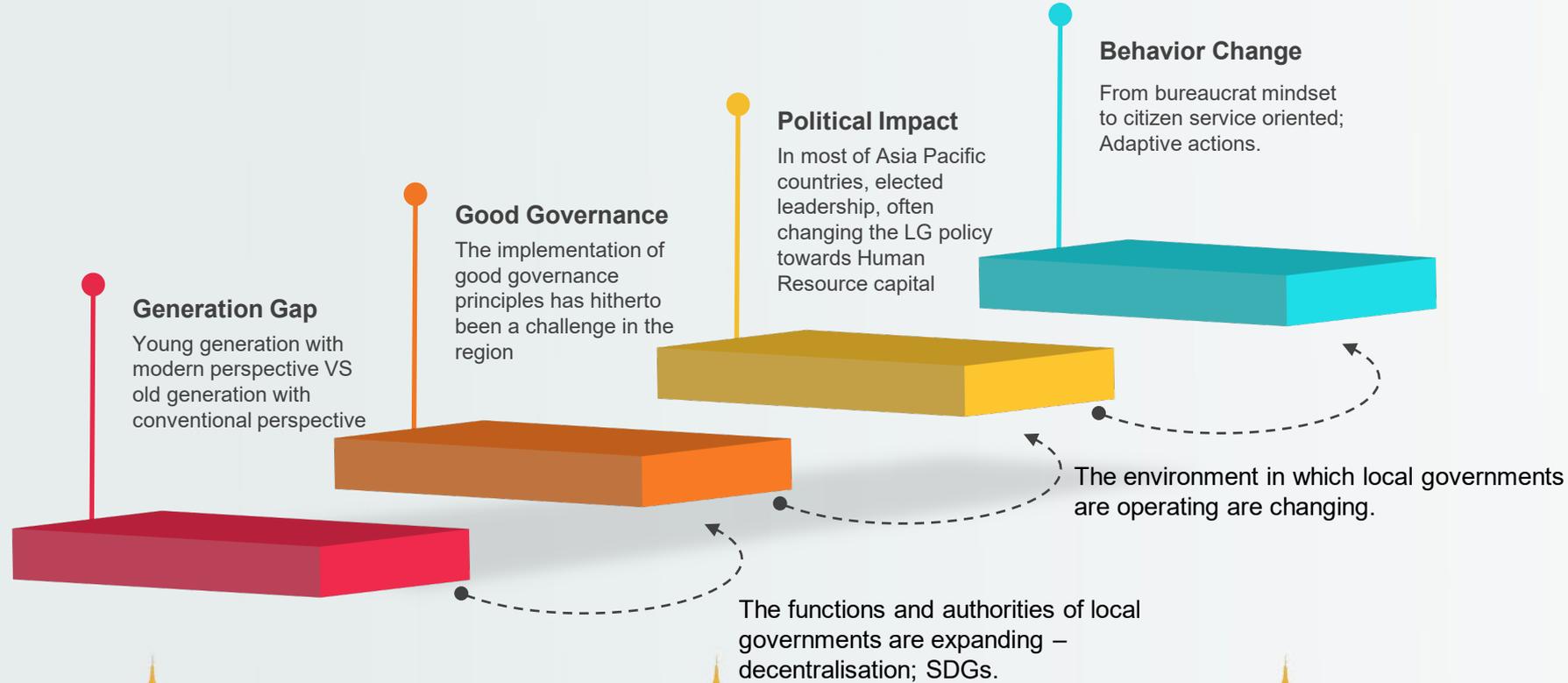
- innate abilities – Personal affinity, talents.
- skills and competencies that are acquired through schooling.
- Skills and competencies that are acquired through lifelong learning and experience.
- some aspects of motivation and behaviour.
- some aspects of physical, emotional and mental health of individuals.

**Need not only IQ,
but EQ and LQ**

The capacity to adapt, especially useful in dealing with “disequilibrium” situations, or in situations in which there is a [changing environment](#)



Challenges Human Capital in the Local Governments



Opportunities in Managing Human Capital in Local Government

Leadership Commitment

Inevitable, leadership commitment is deemed necessary to ease the barriers and challenges to manage the Human Capital in LGs

Partnership

There are myriad benefits in doing the partnership and collaboration with other stakeholders for tapping the possibilities of capacity building and international experience



Enabling Environment

Positive circumstances; Positive and innovative mindset; financial secured; vertical and horizontal integration;

Digitalisation and the role of technology

Efficiency and effectiveness are the goals for the future. By using technology and the help of AI, it will affect LGs working culture

Best Practice

Bojonegoro Regency, Indonesia

Primary objective:

The commitment seeks to improve public service standards through an effective periodical evaluation and increased public participation in the public service delivery schemes/public service policy making process.

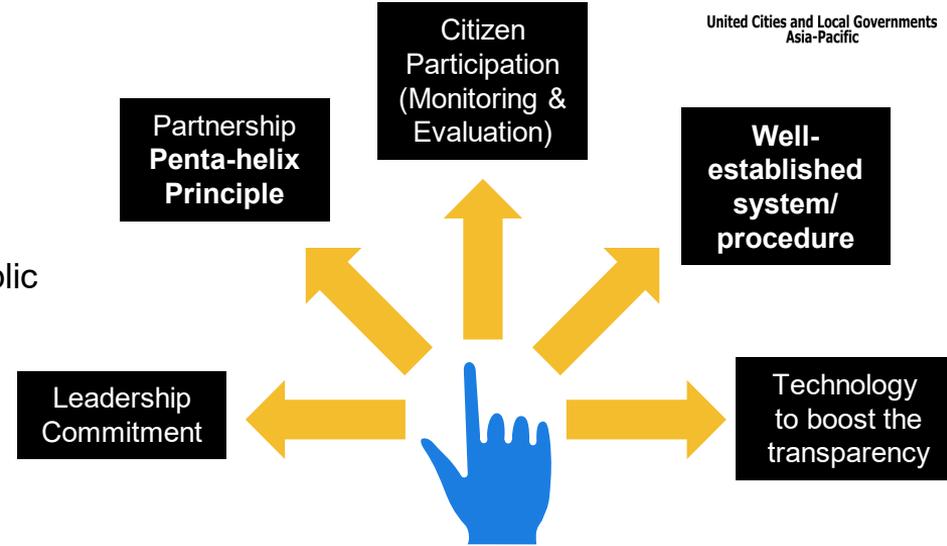
Milestones

Year 2016:

1. Implementation of Public Service Standard Evaluation (SPP)
2. Development of public service standard as jointly agreed by local government administration

Year 2017:

3. Implementation of Public Service Standard that involves active participation from local citizens
4. Implementation of Public Service Standards that have been jointly agreed by local government administration



OGP Challenge:

- Strengthen public service delivery & gov accountability.
- Improved public service standards formulation process through collaborative approach, aims to improve public trust & satisfaction towards the gov efforts and ambition.
- Stronger collaboration amongst stakeholders with transparent & accountable manner that foster public participation, better public service delivery.

Way Forward

My perspective on Zero Vision of goals of Developing Human Capital in Local Governments in the Asia-Pacific

(1) Zero Inequalities

I envision a human-oriented Asia-Pacific that considers the rights of all, including women, children and youth.

(2) Zero Poverty

A society where everyone has a home and food on their tables is something that we all want to see. No one should be living in slums & on a hand-to-mouth existence

(3) Zero Crime, Violence, Disaster and Accident

We want a safe environment, especially for women, children & less privileged people, free from conflict and disaster risk. We want peace and stability.

(4) Zero Greenhouse Gas Emissions and Zero Pollution

Every human being, every living being, has the right to breathe clean air, drink clean water & live in a clean environment

(5) Zero Intolerance and Zero Discrimination

Even with different faiths and beliefs, we must show respect to earn respect. We are all equal human beings.



Keys Take Away

Human capital is a fundamental component of life. The effective management of human resource within LGs has the potential to ensure that LGs continue to deliver services to the communities in an efficient and effective way.

We should identify challenges & utilise the opportunities to set the LGs Goals to be embedded in LG's vision to be implemented in Human Capital direction.

Leadership Commitment; partnership/collaboration; the role of technology; citizen oriented; monitoring and evaluation involving citizen participation; transparency and open government & good enabling environment are necessary to handling the human capital management in the local government.

Human capital is an investment in achieving the SDGs, global agendas towards the vast and massive changing global demands.

Peer-to-Peer & collaborative learning & capacity building, i.e. through Local Governments network such as UCLG ASPAC; Sharing and exchanging experience, lessons learnt, i.e. KLRTC as a training arm of LGs' human development.





United Cities and Local Governments
Asia-Pacific

Thank You
Terima Kasih

 bernadia@uclg-aspac.org

