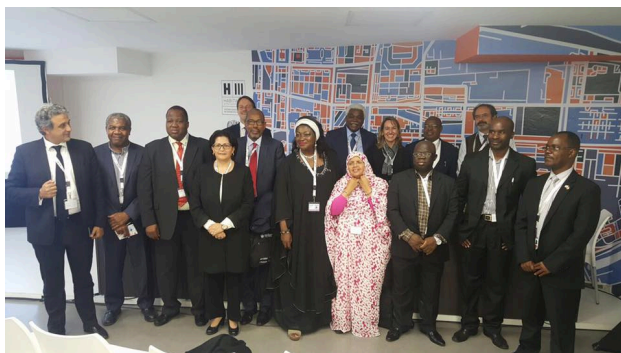


**SIDE EVENT ORGANIZED BY THE UNITED CITIES AND LOCAL GOVERNMENTS OF
AFRICA (UCLG-A)
ON
“HUMAN RESOURCES IN AFRICAN LOCAL GOVERNMENT
TIME TO ACT IS NOW!!!”**

Date: 18 October 2016 - from 11:00am – 12:00pm

Venue: Room MR2

Casa de la Cultura Ecuatoriana "Benjamin Carrion"



Panelists:

- Mr. Jean Pierre Elong-Mbassi, Secretary General of the UCLG-A
- Dr. Zarrouk Najat, Director African Local Government Academy
- Dr. John-Mary Kauzya, Chief, Public Administration Capacity Branch, DPADM-UNDESA - UN
- Mr. Rolf Alter, Director, Public Governance and Territorial Development -OECD
- Dr. Cristina Rodriguez Acosta, Florida International University (FUI) and representative of the International Commission of Accreditation for Public Administration (ICAPA)
- Mr. Victor Vergara, Lead Urban Specialist and Head of Capacity Building - World Bank
- Mr. Mohammed Abdellaoui, Vice- President International University of Rabat (IUR) - Morocco
- Mr Aloysius Bongwa, Senior Advisor of ALGA, Ghana.

Context:

- Implementation of the SDGs and the New Urban Agenda means addressing the challenge of accommodating 1.2 billion city dwellers , equivalent to the population of China in 2015, 3 times the population of the United States of America and 4 times the population of the European Union;
- Human resource management at African local level is facing several challenges impacting both performance and delivery;
- Unless we have skilled professionals that can cope with the magnitude of these challenges in particular given the weak situation in medium cities, there is no way to meet and implement the New Urban Agenda. So time to act is now!

Recommendations

- 1) Acting Now means constructing a process around perpetuity and consolidation;
- 2) It also requires the understanding of the complexity of the urbanization process of the Continent;
- 3) Training and Capacity building need a long term vision and perspective and not a project based approach;
- 4) It needs the development of entrepreneurship perspective with foresight;
- 5) The long term perspective should not hide the urgency issue, and hence the need to adopt a strategic approach for Human Resources development at Local level;
- 6) Based on the request made by African Local Officials, the proposal by the UCLG-A to set up an African Local Government Academy (ALGA) was warmly welcomed by all participants and audience of the Side Event, particularly the four main pillars of the Academy, namely Accreditation, Standardization and creation of an Observatory of Human Resources at Local level, Innovative Training programs, and promotion of Network among Local Professionals;
- 7) The Side event recommended that more attention should be paid to setting up a Community of practice and expertise, through peer learning, study tours, promotion of values and ethics of Public Service and Good Governance;
- 8) The adoption of training and capacity building as an investment in a multiyear budgetary process and not to be considered as an annual expenditure;
- 9) The need to establish a long life learning process with continuous professional development, based on Training of Trainers;
- 10) Finally, participants of the Side Event recommend that more attention should be given to the sources of fund available to insure the financial sustainability of ALGA./.