



**THE NETWORK OF LOCAL HUMAN RESOURCES MANAGERS IN AFRICA
(LOCAL AFRICA HRNet)**

&

THE OBSERVATORY OF LOCAL HUMAN RESOURCES IN AFRICA

AFRICAN LOCAL MANAGERS' VOICE

N° 2, OCTOBER 2019

CALL FOR CONTRIBUTIONS

Theme :

**"Creating an Enabling and Attractive
Environment for the Development of Human
Resources at the Local Level in Africa: Sharing
Good Practices"**

**Deadline for sending proposals for contributions: 10
October 2019**

With the support of the European Commission:



«Together for An Effective Local Africa»

I- INTRODUCTION

The African Local Manager's Voice is a quarterly publication proposed by the African Network of HRM at the Local level (Local Africa HRMNet) and the Observatory of Human Resources at the Local Level in Africa of UCLG-Africa as a tool to value and promote the Human Resources Management at african Local level.

This new forum offered to African Local Managers, aims to be a space for exchange, communication, debate and networking, allowing to give visibility to this Managers, to hear their voices and opinions, to exchange successful experiences and good practices. It is also a window where they can present and promote their jobs, their professions, their missions, their challenges, their innovations and their creativity. It is also an opportunity for them to discuss the various issues related to Human Resources Management at the local level in Africa.

As a first step, the Bulletin will welcome contributions in English and French, with a view to investing better in the cultural diversity that characterizes our Continent.

This second issue is launched after the success of the 1st edition distributed online as well as during the 3rd edition of the African Forum of Territorial Managers and Training Institutes Targeting the Local Level (FAMI) held in Morocco, at Al Akhawayn University in Ifrane, from 10 to 14 June 2019, to which Managers from Central Africa, Burundi, Ghana, Morocco, Senegal and Togo contributed (see ALGA's website in the UCLG-Africa Portal: www.uclgafrica-alga.org). We take this opportunity to express our deepest gratitude and warmest thanks to them for their commitment and contribution.

II- THE THEME OF THE 2ND ISSUE OF THE AFRICAN LOCAL MANAGER'S VOICE

The first issue of the bulletin focused on "**The main functions of Human Resources Management at the African Local level: sharing of experience**". The objective was to take stock of the main HR functions and how they are managed at territorial level. We thus received articles on strategic human resources planning, recruitment process, career management, anchoring discipline and sanctions management, outsourcing HRM management tasks, performance evaluation, etc...

In the continuity of this 1st Issue, it is proposed that this 2nd Issue deepen the reflection on how to set up, promote and anchor at the level of territorial administration an enabling, motivating and attractive environment for young people entering the job market, taking competitions or completing their higher education? How to convince them to choose a career in local public employment? How to guarantee the loyalty of human resources to their Territorial Communities, despite

all the attractions and "slippery slope" attempts that surround them. Indeed, Territorial Communities are finding it increasingly difficult to retain talent in the face of the multiple and diverse motivations offered by State or governmental, central and territorial services, the private sector, civil society organizations, international organizations and donors, or through migration abroad.

Hence the proposal of the theme of this second issue: "**Creating a conducive and attractive environment for the development of the human resources at Local Level in Africa: sharing best practices**".

Contributions should therefore cover all reforms, measures, modalities, projects or initiatives aimed at improving the working environment of Human Resources in decentralized entities, whether institutional, organizational or managerial measures. These are measures:

- 1- either motivate people to choose a career in the decentralized space and measures that attract talent and sharp profiles,
- 2- or measures aimed at improving the working conditions of human resources in Territorial Communities,
- 3- or measures that aim to retain human resources at least for a reasonable period of time,
- 4- or measures aimed at developing the skills of human resources and improving their performance.

III- WHO CAN CONTRIBUTE?

The newsletter is mainly open to contributions from African Territorial Managers regardless of their field of activity or professional field. However, in a spirit of openness to the environment of African Territorial Communities and Benchmarking, any other contribution having an added value,

IV- SOME PRACTICAL GUIDELINES FOR CONTRIBUTIONS

We are primarily interested in your own experiences. Your contribution must comply with the following substantive and formal requirements:

- Define clearly the problem addressed;
- Present the measure(s) initiated, adopted and implemented to make the Human Resources environment more conducive and attractive;
- Explain why and how, from your point of view, this measure contributes to making the environment more enabling, motivating and attractive for human resources;
- The contribution must consist of a maximum of four (4) pages, or 1500 words;
- Character: Time New Roman and Police 12 ;
- All citations must include their source, i.e. the author of the citation or the document from which it is extracted, the exact title of the document, the date of publication;

- Attach a photo and a Biography not exceeding 5 lines, the Institution where you work, as well as all your contacts (mobile phone, Tel, Fax, Email, Portal or Website of the Local Authority).

Deadline for sending: 10 October 2019 to :

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