



## **LOCAL AFRICA HR-Net DECLARATION SAIDIA, 26 APRIL 2018**

**Adopted by the Human Resources Managers of the Territorial Governments of Africa on the occasion of the 2nd Edition of the African Forum of Territorial Managers and Training Institutes targeting the Local Governments, held on April 25 and 26, 2018 on the theme: Mobilizing for developments of Local Governments Human Capital: a key requirement for the achievement of the Sustainable Development Goals»**

**We, the Human Resources Managers of territorial administrations of Africa, members of Local Africa HR-Net, meeting at the constitutive General Assembly on the margins of the 2nd edition of the African Forum of Territorial Managers and the Training Institutes targeting the territorial governments, at the Hotel BE LIVE in Saïdia, Morocco, on April 2018**

- Taking into account the recommendations of the Sale Declaration adopted following the first African Forum of Territorial Managers and Training Institutes targeting local governments, held from 18 to 20 September 2017 at the International University of Rabat (IUR);
- Aware of the negative impact that the deficit in human resources at the territorial level as well as their inadequate skills on local governance, service delivery to people, and thus, on the territorial and local development in Africa;
- Convinced that the planning and management of human resources of local governments should be among the priorities in the implementation of decentralization policies and the processes of empowerment and strengthening of African local governments so that they take their rightful part in the realization of national development programs as well as continental and global agendas;
- Appreciative of the multiple benefits and the added value of networking, particularly for promoting and anchoring of professionalism and the culture of performance within territorial governments in Africa;

**We are committed to:**

1. Develop and animate the African Network of Human Resources Managers of Local Governments, referred to as Local Africa HR-Net, to promote rational and modern human resources management of local and territorial administrations at the service of the people.
2. Grow and anchor, among the members of Local Africa HR-Net, the values and ethics of the Public Service, as well as the principles of transparency and the integrity in the exercise of their functions within the territorial administrations and in their relationships with people.
3. Through Local Africa HR-Net, carry the common voice of the Human Resources Managers of African territorial governments at local, national, regional and continental levels, with the aim to promote and enhance local governments jobs, and make them attractive and recognized as important professional courses for the improvement of

governance and animation of economic development at the level of territories.

4. Contribute, through Local Africa HR-Net, to identify, build and disseminate good practices in the management of human resources within local governments in Africa;
5. Develop within Local Africa HR-Net Reference systems (Benchmarking) and cooperation programmes to contribute to the continuous improvement of the professional competence of members and root home practice of collaborative work, networking and peer learning;
6. Participate in and support the initiatives of the Observatory of Human Resources of local governments in Africa, and especially in the production of the Report on "the State of Human Resources of Local governments in Africa" that UCLG-Africa publishes every three years on the occasion of the Africities Summits.

**Adopted in Saïdia, April 26, 2018**