NETWORK OF HUMAN RESOURCES MANAGERS
OF LOCAL GOVERNMENT OF AFRICA
LOCAL AFRICA HRNet

WITH THE SUPPORT OF:

European Commission

Council of the Oriental Region

Kingdom of Morocco, Saidia, 25-26th April 2018
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INTRODUCTION


28 HR Managers from 25 Cities and 3 Provinces took part in this Constitutive General Assembly, representing 20 African countries.

The objective of this meeting was to create the Human Resources Managers Network at UCLG-Africa Membership level as a Strategic Leverage for:
- Contribute to the development and enhancement of the Human Capital of African Local Government;
- Anchoring the culture of performance, efficiency and effectiveness at the level of local Administrations in Africa;
- Work on the modernization of the Human Resources Management of Local Administrations in Africa, particularly through the adoption of innovative approaches and tools.

The General Assembly was also an opportunity to:
1. To elect the members of the Network Executive Board;
2. To validate and adopt the Rules of Procedure of the Network;
3. To validate and adopt the Network Statement.
The Executive Board of the Network, the Executive Board is composed of both regular and substitute members. The members of the Executive Board are elected for a term of three (3) years, renewable once, at the Constitutive General Assembly or the Ordinary General Assembly. The Network Executive Board is composed of five (5) full members and five (5) alternate members, representing the five African Regions and having the status of Vice-Presidents of the Network. The table below shows the full members of the Executive Board:
The Members of the Executive Board of Local Africa HRNet
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Background and Responsibilities</th>
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<tbody>
<tr>
<td>Mrs. ALBERTINA MARIO FRANCISCO TIVANE, President of the Network (Vice President Southern Africa)</td>
<td>Mrs. Tivane has more than 10 years of experience in the field of Human Resources Management. She was Permanent Secretary of the Provinces of Zambezia and Tete from 2005 to 2012. She was appointed Human Resources Manager of the city of Maputo (Mozambique) since March 2016. Before this position, she was Advisor to the Prime Minister in the area of Governance and Public Administration. Phone: +258 82 86 33 550 Email: <a href="mailto:albertinativane@yahoo.com.br">albertinativane@yahoo.com.br</a>;</td>
<td></td>
</tr>
<tr>
<td>M. BENMOHAMED LAHCEN Vice-President North Africa</td>
<td>Mr Benmohamed was posted to the Commune of Agadir (Morocco) in 1995 as an Executive in the Financial and Heritage Division. He then held several other positions including positions of responsibility within various departments of the Commune, notably as Head of Department and Director. From 2012 to 2015, he was Head of Legal Affairs and Training. Since May 2015, he has been appointed Head of the Human Resources Division of the City of Agadir. Phone: +212 672 278 476 Email: drh.commune.agadir@gmail</td>
<td></td>
</tr>
<tr>
<td>Mme MAKANDA KODONO MARIE REINE Vice-President Central Africa</td>
<td>Ms. Kodono was posted to the City of Bangui (Central African Republic) since 2005 where she held various positions including positions of responsibility as Head of Office in various departments of the City. She was, between 2008 and 2010, the personal Assistant of the HRM. In November 2016, she ensures the Interim of the Human Resources Department before being definitively named Human Resources Director of the City of Bangui in January 2017. Phone: +236 75 04 63 68 Email: <a href="mailto:reinemakanda@gmail.com">reinemakanda@gmail.com</a></td>
<td></td>
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<tr>
<td>M. SAMB BADARA</td>
<td>Vice-President West Africa</td>
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<tr>
<td>Before joining the Departmental Council of Louga in 2014, first as Project Manager then in charge of Human Resources Management, Mr. SAMB was Human Resources Manager in an international NGO (NGO HAMAR). He is also consultant, trainer and Professor in Management and Human Resources Management at several Training Institutes in Senegal. Phone: +221 77 29 24 951 Email: <a href="mailto:presibadou@gmail.com">presibadou@gmail.com</a></td>
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<thead>
<tr>
<th>M. NZOYISABA CLAVER</th>
<th>Vice-President, East Africa</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Claver joined the Municipality of Bujumbura in August 2012 as legal advisor to the Mayor until December 2014. Since 2014, he is responsible for the administrative department of the City of Bujumbura. Phone: +257 71 55 42 60 / +257 68 15 31 31 Email: <a href="mailto:nzoyclaver2007@yahoo.fr">nzoyclaver2007@yahoo.fr</a>;</td>
<td></td>
</tr>
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On Thursday, April 26th, 2018, from 7:30 to 9:00, was held in Saïdia, Morocco, the Constitutive General Assembly of the African Network of Human Resources Managers of Local Government (Local Africa HRNet). This General Assembly which had been scheduled on Wednesday, April 25th from 18:00 to 20:00 was postponed to the next day for absence of the delegations of Benin and Togo composed of 10 people, about 1/3 of the members of the assembly present.
In total, took part in the meeting 28 people represented 20 African countries and 25 Cities and 3 Provinces. The agenda of the General Assembly focused on two essential points:

- Adoption of the Rules of procedure
- Election of the five members of the Executive Board

1. **Conduct of the Constitutive General Assembly**

A provisional bord was appointed to lead this General Assembly and was composed with:

- President of Session: Mr. BENMOHAMED Lahcen from the city of Agadir, Morocco
- Vice-President: Mrs Albertina Mario TIVANE from the city of Maputo, Mozambique
- Secretary: Mr. KAMATÉ Ismaël, Officer in charge of Local Government Human Resources Observatory in Africa of ALGA / UCLG Africa;
- Facilitator: Mr. Jean Pierre ELONG MBASSI, Secretary General of UCLG Africa

1.1. **Amendment and adoption of the Rules of Procedure**

The members of the General Assembly after debates and discussions on the draft rules of procedure that had been submitted to them, made some amendments. The substantive amendments concerned in particular Articles 8 and 9. For example, according to the new Article 8 "Membership is lost by death, loss of the post, voluntary resignation, non-payment of membership fees, exclusion". One item that is the loss of the post was added and the order of the sentence was also reviewed.

In Article 9, paragraph 9.3, the amendments was to better define the role of the Network Secretariat assumed by ALGA Observatory, which had not been specified in the draft of the Rule of Procedure. Thus, it was decided to adopt the same provisions in the internal regulations of the
other UCLG Africa networks on the role of the Secretariat. The other amendments focused on form in order to bring greater precision to the text.

As the end of these various amendments, the members of the Constitutive General Assembly adopted the Rules of Procedure.

1.2. The election of the five (5) members of the Executive Board

In accordance with article 9-2 of the Rules of Procedure, the Executive Board of Local Africa HRnet is composed of five (5) members, representing the five (5) regions of Africa as Vice-President among which one President is chosen.

Thus, the members of the General Assembly divided themselves according to the five (5) regions of the Continent for the electoral Caucuses of their representatives who will be the Vice-President of the Region.

- **The North Africa region** was represented by only one country, Morocco with two cities (Agadir and Rabat) and one province (Gueruf). It was Mr. BENMOHAMED Lahcen from Agadir, who was chosen by his peers to represent the Region in the Bureau as Vice President North Africa.

- **Southern Africa region** was represented by only one country, Mozambique through the city of Maputo whose HRM, Mrs Albertina Mario TIVANE became the Representative of the Region.

- **Central Africa region** was represented by two (2) countries (with two (2) cities):
  - Cameroon through the Urban Community of Douala
  - Central African Republic through the city of Bangui.

The HRM of the city of Bangui, Mrs. MAKANDA KODONO Marie Reine, was finally chosen to represent the Region as Vice-President Central Africa.
- **The East Africa region** was represented by 6 countries:
  - Uganda through the city of Kampala,
  - Burundi through the city of Bujumbura,
  - Kenya through the city of Nairobi,
  - Mauritius through the city of Port Louis,
  - Union of Comoros through the city of Mutsauudu
  - Seychelles through the city of Victoria.

Representatives of the Region appointed Mr. Nzoyisaba Claver of Burundi as Vice-President of the Region.

- **The West Africa Region** was represented by 10 countries and 16 cities:
  - Benin through 6 cities: Cotonou, Zè, Allada, Kpomossè, Ouidah, So-Ava
  - Burkina Faso through the commune of Ouagadougou,
  - Cabo Verde through the city of Praia,
  - Côte d'Ivoire through the District of Abidjan,
  - Ghana through the city of Accra,
  - Guinea Bissau through the City of Bissau,
  - Mali through the District of Bamako,
  - Niger through the city of Niamey,
  - Senegal through the city of Dakar and the Department Council of Louca
  - Togo through the city of Tsevié.

The representatives of this region have chosen Mr. M. BADARA Samb of the Department Council of Louca, Senegal, to be the Vice President for this region.

### 1.3. The election of the President of Local Africa HRNet Network

The five (5) Vice-Presidents representing the five (5) regions of Africa have agreed to choose Mrs Albertina Mario TIVANE from Mozambique as President of the Network Local Africa HRNet.
Conclusion:

After the election of the Executive Board, the President of the Network Albertina Mario TIVANE addressed a word of thanks to her peers and to UCLG Africa and the organizers of the Forum.

There was then a group photo of the five (5) members of the Executive Board and a group photo of the members of the Network.

Done in Saïdia, Thursday, 26th April 2018

The President of the Session

The Vice President of the Session

Mr. BENMOHAMED Lahcen

Mrs. Albertina Mario TIVANE

The Secretary of Session

M. Kamaté Ismael
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
NETWORK OF HUMAN RESOURCE MANAGERS OF LOCAL GOVERNMENT OF AFRICA
LOCAL AFRICA HRNet

RULES OF PROCEDURE OF THE NETWORK OF HUMAN RESOURCE MANAGERS OF LOCAL GOVERNMENTS OF AFRICA (LOCAL AFRICA HRNet)

25th - 26th April 2018
Article 1: DEFINITION AND NAME

The Network of Human Resources Managers of Territorial Government of Africa (called LocalAfrica HR-Net) brings together the professional sector of Human Resources Managers in order to valorize this profession, to make it a strategic lever in the process of decentralization and the anchoring of the good local governance, at the level of the Territorial Governments of Africa.

Local Africa HR-Net is part of the networks established and supported by UCLG Africa.

Article 2: MANDATE

Local Africa HR-Net has a mandate to promote the rational and professional management of the Human Resources of Local Governments of the Continent, in order to continuously improve their performance in the service to the populations.

Article 3: GOALS

The Network aims to serve as a strategic lever to:

1. Contribute to the development and enhancement of the Human Capital of African Local Governments;
2. Anchoring culture of performance, effectiveness and efficiency within the African Local Public Administration level;
3. Work towards the modernization of the Human Resources Management of Territorial Government Administrations in Africa, particularly through the adoption of innovative approaches and tools.

Article 4: OBJECTIVES OF THE NETWORK

The objectives of the Network are:

1. to be a professional space of solidarity, contact, exchange of experiences, consultation, synergy and dialogue between Network members;
2. to be the common voice of the Human Resources Managers of Local and Subnational Governments at the local, national, regional and continental levels;
3. to identify, capitalize and disseminate good practices in the management of human resources within the African Local and Subnational Governments;
4. to strengthen professional capacities to improve the performance of Network members;
5. to establish, develop and consolidate cooperation and partnership relations with similar networks existing in Africa or throughout the world;
6. to mobilize and contribute to the activities of the Observatory of Human Resources of the Territorial Governments of Africa, and more particularly to the production of the Report on “The State of the Human Resources of
the Territorial Governments of Africa that UCLG-Africa publishes every three years on the occasion of the Africities Summit;
6. to make proposals of reforms in terms of modernization of HR Management at the local level;
7. to promote the values of ethics and deontology among Network members.

**Article 5: ORGANIZATION AND OPERATION**

**5.1 - Status of Members**

The Network is made up of:

- Active Members
- Honorary Members
- Founding members

5.1.1. Active members of the Network are the Human Resources Managers within the African Local and Subnational Governments who actively participate in the activities of the Network and who pay their membership dues in accordance with the provisions of these Internal Rules.

5.1.2. Honorary membership is granted to any former member of the Network’s Executive Board or who has rendered particular services to the Network.

5.1.3. Is founding member any Human Resource Manager of Local and Subnational Government who took part in the Constitutive General Assembly of the Network in Saïdia, Morocco.

**5-2- Membership**

Joining the Network is done on a voluntary basis by signature and sending to the General Secretariat of UCLG Africa the membership form following the template attached to this rule of procedure.

Membership is acquired upon receipt by UCLG Africa of the annual subscription, the amount of which is fixed by the Network Office and payable no later than 31 March of the calendar year for which the subscription is due.

**Article 6: RIGHTS**

Every member of the Network is entitled:

1. to be an elector and to be eligible, when electing or appointing members of the various statutory bodies of the Network;
2. to be kept informed on a regular basis of the progress of the Network’s activities;
3. to participate in all actions and activities initiated by the Network;
4. to have access to the information resources available to the Network and to be part of the teams formed for the review of its peers;
5. to request, from the other members of the Network, any support and technical assistance in line with the mandate of the Network;
6. to benefit from training and capacity building programs as part of the training offer of the African Local Governments Academy (ALGA);
7. to benefit from all other services and benefits related to one's membership within the Network.

Article 7: OBLIGATIONS

Each member must:

1. register with the Network by filling out the registration form prepared for this purpose and authorizing UCLG Africa to integrate it into the Network's database.;
2. pay the annual membership by March 31st of the calendar year for which the contribution is due;
3. contribute to the establishment and strengthening of the capacities of the national and regional chapters of the Network and the identification of their focal points at the national and regional levels;
4. participate and receive teams as part of peer learning in order to reinforce each other and exchange best practices;
5. contribute to the collection and analysis of data and information on the situation of human resources at the level of Local and Subnational Governments in Africa;
6. contribute to the preparation of the Report on the State of Human Resources in Local and Subnational Governments in Africa;
7. participate in lobbying and advocacy for the HRM reforms at the local level;
8. initiate, support and encourage the establishment of partnership agreement and cooperation with similar organizations in Africa and around the world;
9. participate in the statutory work of the Network and of UCLG-Africa;
10. ensure respect for privacy;
11. and to refrain from binding the Network without having been duly authorized by the Board.

Article 8: LOSS OF MEMBER CAPACITY

Membership is lost by death, loss of the post, voluntary resignation, non-payment of dues, exclusion.

The voluntary resignation of a member of the Network is notified in writing to the President of the Network. Such resignation shall enter into force three (3) months after the receipt by the President of the Board of the letter relating thereto.

The exclusion of any member of the Network can be pronounced, on grounds of:
1. clear absenteeism at Network meetings and activities, without justification or legitimate reason;
2. No payment of one’s contributions, within the prescribed time. The member will however be reinstated as soon as he or she pays his pending dues;
3. violation of the missions, goals, objectives and obligations of the Network as well as any act or conduct that may be detrimental to the image and credibility of UCLG Africa and of the Network.

Any excluded member may, within 60 calendar days of being notified of the exclusion decision, appeal in writing from that decision to the relevant Network Appellate Body, which may pronounce his or her reintegration into the Network and restore his or her rights or confirm the sanction.

The death of a member puts an end *de facto* to its membership within the Network.

**Article 9: GOVERNING BODIES**

The governing bodies of the Network are the General Assembly and the Executive Board.

The term of these bodies does end on the same date as the term of the governing bodies of UCLG Africa whose statutory term is three (3) years.

**9.1- THE GENERAL ASSEMBLY**

The General Assembly, as the highest decision-making body of the network, is the deliberative body of the network.

With the exception of the Constitutive General Assembly of the Network, the General Assembly meets in ordinary sessions and in special sessions.

- **Composition of the General Assembly**
  The General Assembly is made up of all the statutory members of the Network.

- **Powers**
  The General Assembly has jurisdiction to rule on all matters relating to the conduct of the affairs of the Network. It has specific powers, depending on whether it is an Ordinary General Meeting or an Extraordinary General Meeting.

  The Ordinary General Assembly is responsible for all matters relating to the activities of the Network.
As such, the Ordinary General Meeting has the following powers:

1. to elect the members of the Executive Board members;
2. to define the strategic orientations and guidelines for financing the Network’s activities, on the basis of the proposals from the Executive Board;
3. to approve the Activity and Financial Reports;
4. to approve and revise the rules of procedure;
5. to ratify the partnership and cooperation agreements proposed by the Executive Board;
6. to decide on any other item on the agenda of the session.

The Extraordinary General Assembly has jurisdiction to decide on:

1. the amendment of the rules of procedure;
2. matters relating to the form or legal nature and purpose of the Network;
3. exclusion and the use of a member;
4. the dissolution of the Network.

- Operation

The Original General Assembly

The Ordinary General Assembly meets once every three years on the sidelines of the Africities Summit.

The notice must be sent at least one month before the Ordinary General Meeting, which can validly deliberate, only if the third (1/3) of the statutory members is present.

Decisions are made by a relative majority of the members present and / or represented. Only the statutory members who are current with their contributions have the right to vote.

In case of a tie vote, the President has the casting vote.

The Extraordinary General Assembly

The Extraordinary General Assembly meets at the request of the President of the Executive Board of the Network or of the Secretary General of UCLG- Africa.

The call for meeting must be sent at least one month before the date of this General Assembly which may validly deliberate only if one third (1/3) of the statutory members is present.

In the absence of a quorum, a second extraordinary general meeting is convened and it deliberates validly, regardless of the number of members present.

The Extraordinary General Meeting may deliberate when at least half plus one statutory members are present.
The decisions of the Extraordinary General Assembly are made by a relative majority of the members present or represented. Only members who are current with their contributions may vote.

The voice of the President is also casting, in case of a tie vote.

9-2 THE EXECUTIVE BOARD OF THE NETWORK

The Executive Board is the executive body of Local Africa HRM-Net.

- Composition

The Executive Board is composed of full members and alternate members.

The members of the Executive Board are elected for a term of three (3) years, renewable once, at the Constitutive General Assembly or the Ordinary General Assembly.

The Network's Executive Board shall consist of five (5) full members and five (5) alternate members, representing the five African Regions and having the status of Vice-Presidents of the Network.

Only the Human Resources Managers carry out their functions within the Local Governments where they exercise their functions as Human Resources Managers or Officers can be members of the Executive Board of Local Africa HR Net.

Any member of the Network's Executive Board who loses his / her position as Head of Human Resources Management within his / her local authority immediately loses his / her position in the Executive Board and is replaced by his / her alternate. It is the same for anyone who, without prior excuse or legitimate motive, is absent from two successive meetings of the Executive Board.

The duties of Executive Board members are not paid for. Only expenses incurred by the missions are supported.

The members of the Executive Board assume their functions, from the Territorial Governments where they practice as Head of Human Resources Management.

The composition of the Executive Board must take into account the gender approach and the different types of Territorial Governments existing in Africa.

- Functions

Except for the powers devolved to the General Assembly, the Executive Board ensures the conduct of the day-to-day business of the Network and, for this reason, its missions include:

1. the execution of the decisions of the General Assembly;
2. the definition the general direction of the Network's action;
3. the approval of the annual action plan and the related budget proposed by the Chair;
4. the validation of the draft agenda of the General Assembly, proposed by the Chair;
5. the validation of the files to be submitted to the General Assembly;
6. the approval of the resource mobilization strategy defined by the Chair;
7. the approval of the partnership agreements presented by the President;
8. the adoption of the reports of the annual activity report and accounts;
9. the constitution, if necessary, of committees or working groups, to fulfill missions.

- **Roles of the Executive Board Members**

Specific roles are assigned to the members of the Executive Board of Local Africa HR Net.

- **The Chair**

The role of the Chair is:
- to convene and preside at the general assemblies and meetings of the Executive Board;
- to ensure the preparation and production of draft annual activities and budget execution reports of and submit them to the Executive Board;
- to animate and coordinate the activities of Local Africa HR Net;
- to ensure the recovery of contributions from Network members;
- to contribute to the mobilization of the resources necessary to finance the activities, programs and projects of the Network;
- to ensure the implementation of the Network's budget, in accordance with the annual action plan;
- to represent and be the spokesperson for the Network;
- to maintain and consolidate close relations with UCLG Africa, Members of UCLG Africa and its other Networks;
- to keep the members of the Network Office regularly informed of the implementation of its activities.

- **The Vice-Chairs**

The Vice-Chairs shall take the place of the Chair, in the event of the latter being unable to perform.

They temporarily fill the position left vacant, in case of prolonged unavailability or vacancy of the position, and until the end of the term of office, one of the Vice-Presidents, appointed by consensus at Executive Board level, to act as Interim Network Chair.
9-3. The Secretariat of the Network

The Secretariat of the Network Local Africa HRNet is provided by UCLG-Africa through the Observatory of African’s Local Government Human Resources of the African Local Governments Academy (ALGA).

The Secretariat is responsible for:

- Prepare and submit to the agreement of the Presidency for presentation to the Executive Board and the GA, the draft of triennial and annual activity plans as well as the corresponding budgets;

- Develop the web page (post on the UCLG Africa Portal) as well as the other communication tools of the Network;

- Keep the books and proceedings of the Network's activities in consultation with the Presidency;

- Participate in the preparation and organization of meetings of the governing bodies of the Network;

- Prepare and disseminate the minutes of the decisions and resolutions of the meetings of the governing bodies of the network.

- Executive Board’s operations

The operating procedures of the Executive Board of the Local Africa HR Net Network are as follows:

- The Executive Board meets at least once a year in ordinary session, on the sidelines of the statutory meetings of UCLG Africa, at the invitation of the President of the Executive Board, at least one calendar month before the meeting;

- The Executive Board may meet in extraordinary sessions at the request of its Chair, of the Secretary General of UCLG Africa, or of two thirds (2/3) of its members in agreement with the Secretary General of UCLG Africa. The convocation to extraordinary meetings is in the same form as for ordinary sessions;

- The agenda of the meetings of the Executive Board must be mentioned in the call for meeting which indicates the day, time and place of the meeting;

- The Executive Board may validly deliberate only when the majority of its members are present or represented by the elected deputy;

- When the quorum is not reached, a second meeting is convened and the Executive Board deliberates validly, regardless of the number of members present;

- The decisions of the Executive Board are taken as much as possible by consensus, if not by a simple majority of the members.
**Article 10: FINANCIAL RESOURCES**

- The financial resources of Local Africa HR Net come from:

  1. the membership fees;
  2. the contributions of African Local and Subnational Authorities and their umbrella organizations;
  3. the contributions from national governments;
  4. the contributions from decentralized cooperation partners;
  5. contributions from the regional economic sub-groupings and from development banks;
  6. the support from international cooperation institutions, foundations, and other entities;
  7. the resources from the overheads generated by the activities, projects and programs carried out by Local Africa HR Net;
  8. donations and legacies.

Local Africa HR Net’s financial resources are deposited in the accounts of UCLG Africa, and exploited according to international standards.

**Article 11: FINAL PROVISIONS**

The working languages of Africa Local HR Net are the working languages of UCLG Africa.

These Rules of Procedure may, if necessary, be subject to changes at the initiative of the competent bodies of Local HR Net Africa.

These Rules of Procedure shall enter into force on the date of their signing by the President of the Network and the Secretary General of UCLG Africa.

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The President of Local Africa HR Net  The Secretary General of UCLG Africa

Mrs. Albertina Mario Tivane  Jean Pierre ELONG MBASSI
NETWORK OF HUMAN RESOURCE MANAGERS OF AFRICAN LOCAL GOVERNMENT
LOCAL AFRICA HRNET

MEMBERSHIP FORM

Effective date .../...../20......

Membership Number (Only for the Network Administration) ............................................

I, the undersigned:

Mrs ○ Ms ○ Mr ○

Name: ........................................................................................................ First name: ......................................................

Profession : ................................................................................................................

Duty Station : ..............................................................................................................

E-Mail : .....................................................................................................................

Tel : .........................................................................................................................

Fax : _______________________________________________________________________

Website of the Administration of origin: ______________________________________________

Address : ...................................................................................................................

City (Commune): ....................................................................................................

Region: .......................................................................................................................

Department: .............................................................................................................

Country: ....................................................................................................................

Declare to join the Network of Human Resources Managers of Local Governments of Africa (LOCAL AFRICA HR-NET). I acknowledge having read the Internal Rules of LOCAL AFRICA HR-NET, the Declaration of the Constitutive General Assembly of the said Network, declare having taken note of my commitments, of the possibilities and opportunities offered to me by belonging to LOCAL AFRICA HR-NET and undertake to fulfill the membership fees and the annual subscription of the Network.

Done in: ......................................................................................................................

Signature of the Line Manager

Signature of the HR Manager

Date:
# NETWORK OF HUMAN RESOURCES MANAGERS OF AFRICAN LOCAL GOVERNMENT
(Local Africa HR-Net)

**ELECTORAL LIST**

<table>
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<tr>
<th>Nº</th>
<th>COUNTRY</th>
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<td>Mairie ville de Cotonou</td>
<td>AZANKPO Jules Christian Coffi</td>
<td>M</td>
<td>13/4/1973 à Cotonou</td>
<td><a href="mailto:jazankpo1er@yahoo.fr">jazankpo1er@yahoo.fr</a></td>
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<td>AZONVE Koffi Honoré</td>
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<td>5/7/1978 à Zè</td>
<td><a href="mailto:honorekoffi1@yahoo.fr">honorekoffi1@yahoo.fr</a></td>
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<td>KPANOU Fifahou Angelo</td>
<td>M</td>
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<td><a href="mailto:angelo_kpanou@yahoo.fr">angelo_kpanou@yahoo.fr</a></td>
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<td>NAGO Modeste Jean Eudes</td>
<td>M</td>
<td>4/5/1982 à Cotonou</td>
<td><a href="mailto:njesoft7@gmail.com">njesoft7@gmail.com</a></td>
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<td>HINNOU Kossi Landry Medard</td>
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<td>7/6/1981 à Ouidah</td>
<td><a href="mailto:landryhinnou@yahoo.fr">landryhinnou@yahoo.fr</a></td>
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<td>3/5/1979 à Abomey</td>
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<td>KARAMBIRI Tidiane</td>
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<td>27/11/1977 à Tougan</td>
<td><a href="mailto:karambiritidiane@yahoo.fr">karambiritidiane@yahoo.fr</a></td>
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<td>NZOYISABA Claver</td>
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<td>CHINDO NGONG Henry</td>
<td>M</td>
<td>21/11/1969 à Achain</td>
<td><a href="mailto:chindohenry@yahoo.fr">chindohenry@yahoo.fr</a></td>
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<td>10</td>
<td>CAP VERT</td>
<td>City Hall of Praia</td>
<td>SOUSA Jessica</td>
<td>F</td>
<td>26/7/1984 à Praia</td>
<td><a href="mailto:jessi.26cv@gmail.com">jessi.26cv@gmail.com</a></td>
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<td><a href="mailto:reinemakanda@gmail.com">reinemakanda@gmail.com</a></td>
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<td>District Autonome d'Abidjan</td>
<td>KOFFI N'goran Florent</td>
<td>M</td>
<td>22/12/1972 à Bouaké</td>
<td><a href="mailto:florentnkoffi@gmail.com">florentnkoffi@gmail.com</a></td>
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<td><a href="mailto:cjantwi@gmail.com">cjantwi@gmail.com</a> <a href="mailto:justicekantwi@ama.gov.gh">justicekantwi@ama.gov.gh</a></td>
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<td><a href="mailto:ciaalgb@gmail.com">ciaalgb@gmail.com</a> <a href="mailto:lenteembassa@gmail.com">lenteembassa@gmail.com</a></td>
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<td>ALBERTINA MARIO FRANCISCO TIVANE Albertina</td>
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<td>5/2/1962 à Maputo</td>
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