Seminar Theme: Transforming Human Resource Management and Development for the achievement of the African Union Agenda 2063 and Sustainable Development Goals

Date: 27th - 29th June 2017

Venue: Saint George Hotel and Convention Centre, Pretoria South Africa
At the 24th African Union (AU) Ordinary Session held in Addis Ababa from 30th to 31st January 2015, the Heads of State and Governments adopted AU Agenda 2063. The AU Agenda 2063 is a vision of the ‘Africa we want’. It is a strategic framework for socio-economic transformation of the continent over the next 50 years from its adoption. While Agenda 2063 is the development blue print for the continent, the 17 Sustainable Development Goals (SDGs) introduced in September 2015 form the universal 2030 Agenda for Sustainable Development.

AU Agenda 2063 and SDGs 2030 offer numerous prospects for growth in Africa. They present opportunities for African nations to collectively and individually concentrate their efforts towards unified goals. These goals seek to address ordinary issues such as reducing poverty, enhancing security, improving lives, reducing mortality and offering a prosperous and sustainable future among others.

In achieving the goals, the public services play an important role. As the axle for government operations, the public servants are the engine that transform the visions into visible reality. Stakeholders like the civil society, donor agencies and citizenry join up with the public service to ensure that the government delivers as expected. Since countries are expected to utilise the identified tools to implement the agreed action plans within the defined frameworks of the continental and global goal, it is significant that they have the pre-requisite ability and capacity necessary to foster the desired development. Essentially, the public officers embody the operational arm of governments. Therefore, the human resource of any country plays a critical role in the attainment of its goals, objectives and mission.

To this effect, human resource management and development is the nerve centre towards the attainment of the AU Agenda 2063 and Sustainable Development Goals. The capacities, abilities and behaviours of public servants is significant as they are the implementers of national, continental and global policies. It is therefore inevitable that human resource management and development should be transformed in order to address the emerging challenges plaguing the continent.

Transforming human resource management and development enables employees to contribute effectively and productively to the overall organisational direction. In modern times, human resource management is moving away from the traditional personnel, administration and transactional roles, which are increasingly being outsourced. Human resource management is now expected to add value to the strategic utilization of employees and that employee programmes impact the business in measurable ways. In the same vein, it has become important to adequately equip the employees with skills and knowledge responsive to the rapidly changing environment.

It is against this background that the African Association for Public Administration and Management (AAPAM), Department of Public Service and Administration (DPSA) - South Africa and School of Public Management and Administration (SPMA) - University of Pretoria seek to collaborate in a tripartite arrangement to strengthen human resource management and development in Africa towards the achievement Agenda 2063 and the SDGs.
Senior public servants throughout the world are faced with numerous problems which are compounded by the ever-changing complex contemporary realities. The public-sector is waking up to the challenges of a rapidly and massively technologically, socio-economically, politically and environmentally changing world. The expansive and speedy global shift fundamentally alters how people live, work, and relate to one another. This is already evident in the increased citizen demands and external pressure facing the 21st century public sector. No wonder, public services around the world are engaged in public sector reforms initiatives and re-engineering to transform into organizations that can deal with the complex challenges. Klaus Schwab (2017) notes that to respond to the explosive technological advancement, actors need to integrate by involving all stakeholders of the global polity, from the public and private sectors to academia and civil society. 1

The massive global change has both potential benefits just as it has challenges. For governments, as the physical, digital, and biological worlds continue to converge, new technologies and platforms will increasingly enable citizens to engage with governments, voice their opinions, coordinate their efforts, and even circumvent the supervision of public authorities. Governments will increasingly face pressure to change their current approach to public engagement and policymaking, as their central role of conducting policy diminishes owing to new sources of competition and the redistribution and decentralization of power that new technologies make possible. At the same time governments are poised to gain new technological powers to increase their control over populations, based on pervasive surveillance systems and the ability to control digital infrastructure. 2

It is noted that the ability of governments to survive will depend on their ability and capacity to transform. Subsequently, nations need to embrace change and subject their systems, processes, structures and institutions to the prevailing realities. The public and private sectors need to possess skills and competencies which will enable them to understand, address and resolve the increasingly multifaceted issues if they are to remain relevant and optimally efficient, effective, fair, transparent and ethical in serving citizens of their respective countries.

This seminar therefore offers a platform to interrogate the ensuing realities within the context of the Agenda 2063 and SDGs 2030.

2 Ibid
General Objectives

The overall objective of the seminar is to create a forum that will propose measures of transforming the human resource management and development in Africa towards the realisation of the AU Agenda 2063 and Sustainable Development Goals.

Specific Objectives

i. To examine the role of human resource management and development in the implementation of development goals outlined in Agenda 2063 and SDGs.

ii. To review the challenges facing the sector against the 4th industrial revolution and address how to overcome them.

iii. To develop personal skills of actors in human resource sector to enhance development of the continent.

iv. To build effective and innovative strategies among public and private sector managers and administrators to deal with the contemporary challenges.

v. To improve and revitalize human resource sector in the continent to match the rising demand of skilled personnel in the public sector.

vi. To integrate innovative thinking amongst administrators and managers to bolster institutional performance within Africa.

SUB-THEMES

To achieve the above objectives, the following topics will be covered by experienced academics and practitioners:

a) Human resource management development challenges and opportunities within the context of 4th industrial revolution.

b) Harnessing diversity for national, continental and global development.

c) The role of managers and administrators in managing labour relations within the context of Agenda 2063 and SDGs.

d) Technology as an enabler in the delivery of public services.

e) Building continental and global partnerships to foster sustainable development in the context of Agenda 2063 and SDGs.

EXPECTED OUTCOME

At the end of the seminar, participants should be able to:

i. Understand the challenges and opportunities within the context the of rapidly changing world.

ii. Harness strategies to enable their organizations to progress towards the achievement of Agenda 2063 and SDGs.

iii. Acquire knowledge and skills to handle labour relations challenges.

iv. Utilize technology as an enabler of development in the context of Agenda 2063 and SDGs.

v. Build continental and global collaborations aimed at fostering development in the context of Agenda 2063 and SDGs.
PARTICIPATION

The program is designed for senior and top public and private sector managers, administrations, directors, heads of department and policy makers, development partners, academics and researchers. The programme also targets senior managers from the civil society and international organisations.

SEMINAR METHODOLOGY

The methodology of the seminar shall consist of mainly paper plenary presentations by selected experts; break away sessions will be employed to enhance small group discussions and presentations. Participants will have the opportunity to engage speakers in discussions. A certificate of participation will be presented to delegates who attend all sessions.

VENUE

The seminar venue is Saint George Hotel and Convention Centre located in Pretoria South Africa.

ACCOMMODATION

A detailed list accommodation is available at www.aapam.org. However, delegates are advised to directly secure their accommodation at the conference venue - Saint George Hotel and Convention Centre located in Pretoria, South Africa.

ARRIVALS/DEPARTURES

Participants are expected to arrive on Monday 26th June 2017 and depart on Friday 30th June 2017. International delegates are to make arrangements with their booked hotels for their pick-up and drop-off at the airport on arrival and departure respectively.

SEMINAR FEES

The seminar fee is US$ 500.00 (United States Dollars Five Hundred) for participants from South Africa and US$ 600.00 (United States Dollars Six Hundred) for other participants. The fee covers conference materials, tea/coffee and lunch only. Participants and/or their sponsors are expected to meet all other costs of their stay at the seminar including the transport/flight costs and accommodation costs.

REGISTRATION

Participant are encouraged to register online via http://www.aapam.org/conferences-and-events/event-calendar#id=111&cid=1076&wid=701. This will enable the organizing team to adequately prepare the logistics. Late registration will be from 4:00pm to 7:00pm on Monday 26th June 2017 and continue from 7:30am to 08:30am on Tuesday 27th June 2017 prior to the commencement of the seminar. Participants are expected to be seated in the seminar hall at 8:00am.
Registration fees should be deposited or wired to:

AAPAM MAIN A/C FCY C/A 1103297694
KENYA COMMERCIAL BANK LTD
Intermediary Bank For USD: Citibank / Bankers Trust
Bank Code: 01
MILIMANI BRANCH, Bishop Street
NSSF Building Block A
P.O. BOX 69695
NAIROBI, KENYA
TEL: 254 020 2719433/4, 2179470
FAX: 254 020 2729942
SWIFT CODE: KCBLKENX

For more details, please contact:

AAPAM SECRETARIAT

AAPAM Secretariat
The Secretary General
African Association for Public Administration and Management
P.O. Box 48677 – 00100
GPO, Nairobi, Kenya
UN Avenue, Magnolia Close, 132 Fuchsia Close, Gigiri
Tel: +254 20 2629650, +254 712 366 787, +254 773 552 076
Email: info@aapam.org or aapam@aapam.org

Jessica Omundo
Programme Officer
African Association for Public Administration and Management
P.O. Box 48677 – 00100
GPO, Nairobi, Kenya
UN Avenue, Magnolia Close, 132 Fuchsia Close, Gigiri
Tel: +254 20 2629650, +254 712 366 787
Email: jessica@aapam.org

Clifford Ogutu
Research and Consultancy Assistant
African Association for Public Administration and Management
P.O. Box 48677 – 00100
GPO, Nairobi, Kenya
UN Avenue, Magnolia Close, 132 Fuchsia, Gigiri
Tel: +254 20 2629650, +254 712 366 787
Email: clifford@aapam.org

Christine Wangeci
Finance Assistant
African Association for Public Administration and Management
P.O. Box 48677 – 00100
GPO, Nairobi, Kenya
UN Avenue, Magnolia Close, 132 Fuchsia, Gigiri
Tel: +254 20 2629650, +254 712 366 787
Email: christine@aapam.org