

Newsletter



88th Edition | Jan 2021 - June 2021



Delegates during a photo session at the Public Sector Financial Training Programme in Mombasa Kenya from 8th - 12th March 2021.

OVERVIEW

African leaders of Tomorrow (ALT) Leadership Certificate Programme

Public Sector Financial Management Training

COVID-19 Dissemination of Information on Prevention and Spread

A Call For Published Authors in the Human Resource Sector

African Public Service 2021 Preparations

AAPAM 's 2021 Programmes



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 (AAPAM) - African Association for Public Administration and Management

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WHAT IS AAPAM?

The African Association for Public Administration and Management (AAPAM) is an International Professional Organization that promotes Best Practice, Excellence and Professionalism in Public Administration and Management in Africa through Research, Publications, Training, Seminars, Conferences and Awards.

WHO ARE MEMBERS OF AAPAM

- High level public policy makers, both appointed and elected
- Top administrators in the public service of African Governments
- Top managers in both public and private sectors
- Management Consultants
- Public policy management institutions/ organizations
- Management Development Institutes (MDIs)
- Business School/ Institutions and University
- Representatives of International organizations and the donor community having interest in development issues in Africa
- Academics and Researchers

CATEGORIES OF AAPAM MEMBERSHIP

- AAPAM Membership consists of four categories:
- African Governments
- Corporate Members; institutions, organizations, associations or groups who share similar interests as AAPAM
- Individual Member interested in AAPAM activities
- Students

WHAT ARE THE BENEFITS FOR MEMBERS?

- All paid up members receive the following services and products:
- Free copies of AAPAM publications i.e. a Journal (AJPM) published bi-annually and a Newsletter
- Copies of report from Annual Roundtable Conferences
- Facilitation of exchange programmes to enable individuals or groups of top public officials and managers to visit other countries in Africa and share learning experiences
- Involvement in accordance with required expertise in the Association's consultancy activities
- Participation in AAPAM activities and programmes like trainings, workshops

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5. University of Pretoria
6. National Institute of Public Administration- Djibouti
7. Tunis National School of Administration - Tunisia

TRIBUTES TO OUR FALLEN HEROES



AAPAM President Dr. Roland Msiska

DR. ROLAND MSISKA

On 24th March 2021, we received a letter from the Office of the President, Cabinet Office – Republic of Zambia, announcing the passing on of Dr. Roland

Msiska - AAPAM President, which occurred on that very day at Levy Mwanawasa Teaching Hospital in Lusaka after a short illness.

Dr. Msiska was a seasoned public servant with a long public service career with roles including Secretary to the Cabinet and most recently, head of the Zambia Atomic Energy Agency (ZAMATOM). He also served as Deputy Secretary to the Cabinet responsible for Civil Service Reforms, a post that was preceded by the role of Permanent Secretary for the Public Service Management Division.

Dr. Msiska was elected AAPAM president in 2015 and in 2018 for a second term. Under his leadership, AAPAM has forged many partnerships and adopted transformative leadership as the strategy to achieve the development agenda. He fondly championed for youth empowerment, gender equality and digital transformation assuring all of their vital role in service delivery. His leadership and charisma will be dearly missed. We continue to express our deepest condolences, to the family, friends and the Republic of Zambia.

NANCY CHIIRA

On 24th March 2021, AAPAM lost Ms. Nancy Chiira. She was laid to rest at her home in Muranga County on 3rd April 2021. Nancy had been bravely battling with a health matter since 2019.

Nancy Chiira was the longest serving staff member of the AAPAM Secretariat, rising through the ranks to her recent management position where she served as the Secretary to the AAPAM Secretary General and combined that position with the responsibilities for Administration, operations and Human Resources.

In many instances, Nancy represented the face of AAPAM as a continental

organization. Through her hard work and dedication, producing well written Executive Committee, Council and General Assembly minutes, Nancy was part of numerous transformations at the secretariat and AAPAM in general. She astutely followed up on all necessary policy decisions and actions and put in place innovative approaches that supported all staff to carry out their activities.

Nancy aimed very high in her career and academic aspirations. Within the last six years, she diligently attained a B.A. Degree, a Master's degree in Human Resource and was actively pursuing a PhD.

We continue to mourn the loss of our friend and companion,



Nancy Chiira

who made an impression on everyone she met. We express our deepest condolences to the family, friends, the Executive Committee, Council and the entire AAPAM fraternity.

AFRICAN LEADERS OF TOMORROW (ALT) LEADERSHIP CERTIFICATE PROGRAMME

By Julie Mutunga - AAPAM Programme Assistant

The African Leaders of Tomorrow (ALT) was a Scholarship program launched in 2015 with funding from the Government of Canada through Global Affairs Canada, and the MasterCard Foundation. The programme was managed by the Canadian Bureau for International Education (CBIE) in partnership with the Institute of Public Administration of Canada (IPAC) and in collaboration with the African Association of Public Administration and Management (AAPAM) and the Canadian Association of Programs in Public Administration (CAPPA).

The program awarded full scholarships to women and men from sub-Saharan Africa to pursue Master's degree in public administration, public policy and public finance offered in one of the twenty-eight reputable Canadian Universities. The main goal of the scholarship programme was to contribute to a strong and effective public sector in sub-Saharan Africa through building the capacity of young African professionals to become leaders in public policy and administration. The programme commemorates the late Nelson Mandela's commitment to social justice and equity. The programme saw 106 scholars successfully graduate with master's degrees and return back to their home countries.

In 2020, an extension was granted for the ALT program in order to maximize its impact. The ALT Extension Project will support three pillars of activities to be undertaken between April and September 2021.

These include:

- A professional development certificate program
- Webinars
- Research
- Podcasts which are the three pillars, since four have been listed down here (consider deleting the list relevant one)

The Leadership certificate programmes will be offered by AAPAM and the Institute of Public Administration of Canada (IPAC) from 1st June to September 2021. The 16-week programme will be offered in both English and French by experts drawn from Africa and Canada. The programme will be a tailored for the needs of the African Leaders of Tomorrow (ALT) alumni as well as the Young Professionals Network (ALT) members and members of the Programme Canadien de Bourses de la Francophonie (PCBF) administered by Canadian Bureau of International Education (CBIE). The programmes will seek to impart skills and knowledge in 21st century leadership in the public sector featuring salient topics such as transformational leadership, inclusivity and crisis management which will be organized into lectures, workshops, group presentations and evaluation. The mode of delivery will be virtual supported by a Learning Management System (LMS) that will allow participants to engage with experts. Participants will be issued with a Certificate of Participation on successful completion of the program.

For more information on registration, please visit www.aapam.org



PUBLIC SECTOR FINANCIAL MANAGEMENT TRAINING PROGRAMME

By Clifford Ogutu - AAPAM Research and Consultancy Assistant

The African Association for Public Administration and Management (AAPAM) in collaboration with Kenya School of Government (KSG) organized training on Public Finance Management took place at the Kenya School of Government in Mombasa from 8th to 12th March 2021. The training enlisted the attendance of over 110 delegates drawn from 6 African Countries. The participating countries were: Kenya, Ghana, Uganda, Ethiopia, South Sudan and Zambia. This was the first physical training AAPAM was hosting post Covid 19 period. AAPAM and KSG ensured that all the necessary covid19 protocols as stipulated by the World Health Organization (WHO) had been put in place during the 5-day training programme.

The main objective of the seminar was to create awareness on the critical importance of Public Financial Management in managing resources, accountability, effectiveness and efficiency towards achieving sustainable macro-economy for different sovereigns by mapping with the Agenda 2063 of the African Union and the United Nations Sustainable Goals.

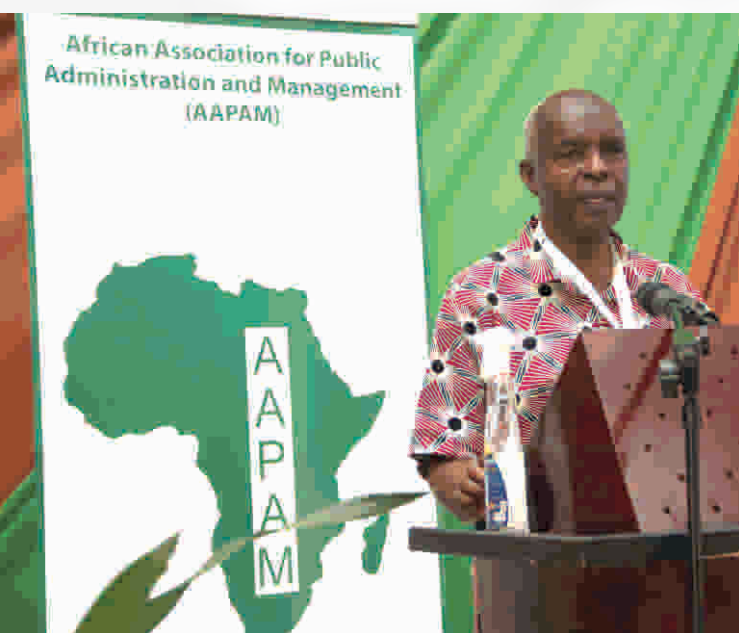
The opening ceremony of the training programme was graced by Makueni Governor H.E Professor Kivutha Kibwana. The Governor thanked AAPAM for extending an invitation to him. In his opening remarks, he noted that there is an urgent need to reduce public expenditure, optimize service delivery and continuously maintain an attractive investment climate in the region as well as build the competitiveness of the region. He emphasized that Success of public finance sector is founded on strong institutional structure and system. He urged all present to ensure that they are anchored on transparency, accountability and openness in their work.

He concluded by mentioning that quality financial management in the public sector requires a certain reform climate. There are different stakeholders and bureaucratic procedures to change existing rules and practices. Ultimately, when transparent public financial management is achieved at the government level, all citizens and stakeholders immediately benefit.

Others who spoke included Dr. Wanyama, Director of Kenya school of Government, Mombasa campus and AAPAM Secretary General Dr. George Scott. Dr. Scott welcomed all participants to KSG Mombasa and emphasized that PFM is an essential tool for accountability and that it should be based on sound policies not on policy emptiness. He noted that efficiency of public financial management is crucial in order to ensure an equitable distribution of resources.

The training aimed at empowering public officers with competencies vital for Public Sector Financial Management in the public sector. The training was founded on the need to enhance accountability on the utilization of public finance. The training covered:

- Resource Mobilization
- Global Financial and Economic crisis
- Fiscal Policymaking



H.E. Prof. Kibutha Kibwana, Makueni Governor addressing participants at the PFM Training in Mombasa during the opening ceremony

- Managing Public Investment
- Enforcing Good Governance: Zero Tolerance to Corrupt Practices
- Inclusivity, Citizen engagement and civic education on PFM
- PFM Innovations and Reforms- Opportunities and Challenges among others.

Speaker after speaker reiterated that public funds must be managed to the highest standards using established standards and systems. These systems are used to allocate public funds, account for all public expenditure and income, plan the cost of delivering services and audit the results.

In order to have strong PFM system the following were recommended

- Strong leadership

Communication is key and leaders who manage and integrate the viewpoints and expectations of various stakeholders have the greatest chance of success. By co-ordinating and feeding back, the system will be stronger;

- Good governance

Healthy internal scrutiny leads to improved decision making over time. This in turn leads to more effective use of resources and improved accountability;

- Transparency in reporting

Not only does transparent reporting lead to greater accountability but also clear and well communicated data can increase the confidence of the general public in the services. During the training session, delegates had the opportunity to have COVID-19 tests which was done within the facility. The process was mandatory for international participants who benefited from a subsidized testing rate.

As the programme came to an end, participants were treated to a sumptuous evening cocktail party. It was a time to relax and unwind following an action-packed week. There was colorful entertainment from a local music band and a lot of drinks and food for the attendees to indulge in.

The training offered participants opportunity to network, exchange ideas and experiences in cross cutting areas. The five-day training was officially closed by remarks from Dr. Scott and KSG Director General Prof Ludeki Chweya. Participants were urged to put in place what they had learnt. AAPAM plans to organize similar training forums through collaborations with like-minded institutions.



left to right : Mr Simon Angote (KSG) Dr. George Scott, (AAPAM) Governor Kivutha Kibwana (Makueni County), Mr. Joseph Musyoki, (KSG) Dr. Tom Wanyama (KSG)

A CALL FOR PUBLISHED AUTHORS IN THE HUMAN RESOURCES SECTOR

By Yolanda - Asumu Hickson

Engage with the African HR community and promote HR knowledge. The Africa HR Forum is seeking to promote published African literary works related to Human Resources, in order to enhance employee-centric practices across the continent as well as to foster the development of a dynamic, knowledgeable, and progressive workforce.

The Africa HR Forum - an initiative pioneered by the Government of Equatorial Guinea and ICUBEFARM - provides a forward-thinking and solutions-oriented platform for Human Resource Leaders & Practitioners and professionals across Africa to share innovative insights and discuss challenges associated to employment-related issues and the HR practice. To this effect, in collaboration with the African HR Confederation, the inaugural session of the Africa HR Forum was launched in May 2020 followed by the implementation of the Africa HR Forum HR Training Series and the

currently ongoing Africa HR Forum HR Insights Series, all of which saw and continues to be attended by a significant and diverse number of professionals.

In an effort to provide a varied and up-to-date perspective of thought leaders on topical HR trends and challenges that enable capability building, we are now requesting authors of published books, related to any HR or management domain, to collaborate with Africa HR Forum for the opportunity to engage with the wider African HR community.

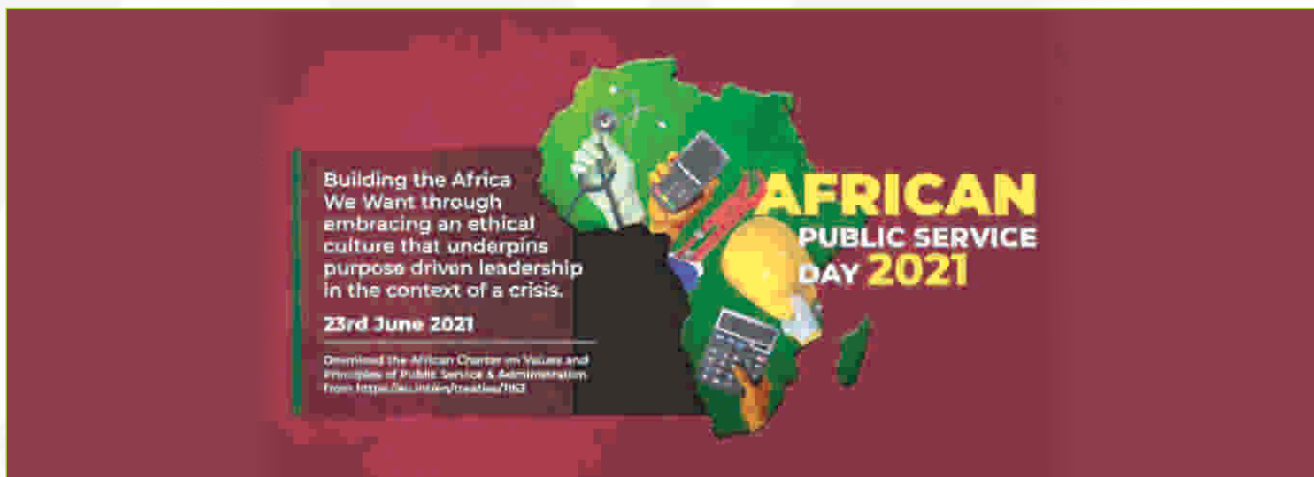
Authors are invited to send an email with their name, title of their publication, a brief synopsis and their contact details to info@africahrforum.com or alternatively you can send a Whats-App message to +237 679 713 690 or +240 222 131 204.



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PREPARATIONS FOR AFRICA PUBLIC SERVICE DAY 2021 CELEBRATIONS

By Clifford Ogutu - AAPAM Research and Consultancy Assistant



African Association for Public Administration and Management (AAPAM) in collaboration with the African Union Commission (AUC) Technical committee No 8 (Secretariat) and a pool of other experts held a virtual meeting on 19th March 2021. The meeting was to deliberate on the theme and the subthemes of the upcoming continental event.

Africa Public Service Day, (APSD) 23rd June is an important date in the calendar of African public servants, public service employees and public administration throughout the continent. It is a day set aside in the continent to celebrate public service.

APSD was adopted by the Pan African Ministers for Public Service in Tangiers, Morocco in 2002. It is celebrated every 23rd June at the national level and a continental celebration after every two years. To date, the continental APSD has been celebrated seven times in six different countries including Namibia (2007), Tanzania (2009 and 2011), Ghana (2013), Congo (2015), Rwanda (2017) and most recently Kenya (2019).

This year's 8th APSD will be celebrated under the theme, ***“Building the Africa we want, through embracing an ethical culture that underpins purpose driven leadership in the context of a crisis.”*** The theme is premised on AU's aspirations as stipulated in Agenda 2063 where African's desire to build a continent that puts its

citizens at the center of all programs and projects. The overall aim of the 2021 APSD theme and sub-themes is to promote the arts, culture and heritage sector and building a resilient Africa which provides primary health care and social services to all in the aftermath of COVID-19 pandemic using the creative economy as a tool.

The APSD is driven within the agenda 2063 which is Africa's outline and master plan for transforming Africa into the global powerhouse of the future. It is the continent's strategic framework that aims to deliver on its goal for inclusive and sustainable development and is a concrete manifestation of the Pan-African drive for unity, self-determination, freedom, progress and collective prosperity pursued under Pan-Africanism and African Renaissance.

It aims to discover innovations, reward excellence in the public sector, motivate public servants to further promote innovation, enhance professionalism in the public service, raise the image of public service, enhance trust in government, collect, document and share best practices for possible replication within a country as well as across the African Continent.

This 8th continental celebration will be virtually hosted in Harare Zimbabwe due to the COVID-19 pandemic that is still rampant in the continent and beyond.

COMMITTEE OF EXPERTS ON PUBLIC ADMINISTRATION, 20TH SESSION CONSULTATION WITH OBSERVERS

By Clifford Ogotu - AAPAM Research and Consultancy Assistant



The African Association for Public Administration and Management (AAPAM) participated in the 20th Session of the Committee of Experts on Public Administration (CEPA). The 20th session was held on 19th April 2020 virtually due to the COVID-19 pandemic. AAPAM was represented by Dr. George Scott, the Secretary General of AAPAM who was an observer. In his remarks, he mentioned that sound policy making is a key ingredient for effective governance for sustainable development. With an integrated approach to sound policy making, governments stand to; strengthen capacity through more coherent policies and functioning systems; enhance service delivery through efficient services and achieve greater legitimacy from both functional systems of governance and enhanced service delivery.

The theme for this setting was ***“Building inclusive, effective and resilient institutions for sustainable recovery from COVID-19 and implementation of the SDGs”***.

This year, the Committee did explore effective governance and public administration for the implementation of the SDGs. The Committee also did discuss in details key areas of public administration supported by the eleven

principles of effective governance for sustainable development to tackle challenges faced by COVID-19 pandemic and other institutional barriers.

During the meeting, it was discussed that, effective responses to the COVID-19 pandemic require the acceleration of administrative and governance reforms in all countries, in order to increase Governments' capability to address short- and long-term challenges and improve their resilience to economic, social and environmental shocks.

Participants had the opportunity to go through the new baseline study report concerning the implementation of CEPA Principles in Africa. The Study - which covers 13 African countries - shows that the level of understanding, awareness, and knowledge of CEPA principles (effectiveness, accountability, sound policy making, integrity, inclusiveness etc among African national executives vary vastly. Furthermore, the pandemic provides an opportunity to enhance some of the principles and strategies pertinent to anti-corruption policies, Community-driven development, and strengthening coordination and dialogue across government levels.

DISSEMINATION OF INFORMATION ON PREVENTION OF SPREAD OF NOVEL CORONA VIRUS - INDIAN EXPERIENCE

*Contributed by Amitava Basu, Member, Governing Council,
Centre for Environmental Management & Participatory Development, India*

Building Public Awareness

Public support and co-operation is essential to combat the virulent novel corona virus. This virus being new, public awareness of preventive measures is low. To prevent the spread of infection, people need to follow certain practices as prescribed by medical experts. One of the major challenges to “flatten the COVID 19 curve”, and prevent the inadequate and ill-prepared health system from being overburdened has been low public awareness, especially in rural areas and urban slums, about hygienic preventive measures, such as hand washing and wearing mask, and not touching the face.

Given this backdrop, different steps have been taken in India to build public awareness of the practices to prevent spread of novel corona virus.

Mass Communication

Different mass communication channels such as national and local newspapers and national and regional television channels are used to disseminate information to the people on “DO'S” and “DON'TS”. Besides, social media is harnessed to disseminate the messages. Simultaneously, hoardings are set up at market places, railway stations, road junctions, and other prominent public places. An example of such communication material is given below.

The communication as illustrated above is issued in different vernacular languages as appropriate to the respective region.

Involvement of Celebrities

To effectively convey the message, especially to the masses who are gullible to unfounded beliefs and rumors, help is taken of celebrities like film stars and sportspersons who have large number of fans. For example, Amitabh Bachchan, a legendary Indian film actor appeared on television to explain the precautionary measures that every individual needs to take. He emphasized on the need to cover the mouth while coughing and sneezing, using of soap to repeatedly wash the hands, maintaining a safe distance from people who have fever and cough, and not to spit on roads and public places.



Protect yourself and others!

Follow these Do's and Don'ts

Do's ✓



Practice frequent hand washing. Wash hands with soap and water or use alcohol based hand rub. Wash hands even if they are visibly clean



Cover your nose and mouth with handkerchief/tissue while sneezing and coughing.



Throw used tissues into closed bins immediately after use.



See a doctor if you feel unwell (fever, difficult breathing and cough). While visiting doctor wear a mask/cloth to cover your mouth and nose.



If you have these signs/symptoms please call State helpline number or Ministry of Health & Family Welfare's 24X7 helpline at 011-23978046.



Avoid participating in large gatherings.



Have a close contact with anyone, if you're experiencing cough and fever



Touch your eyes, nose and mouth



Spit in public

Don'ts ✗

Together we can fight Coronavirus

Role of Municipalities & Police

Municipal bodies arranged for miking across the cities to sensitize the people and create awareness among them of not to panic but take preventive steps to fight the novel corona virus. Also, in some places the police dressed in costumes representing novel corona virus launched campaign displaying signs that read "Don't Shake Hands," "Please Avoid Gathering" and "Social Distancing is Social Responsibility." Pictures of policemen, in Hyderabad city in South India, wearing virus themed helmets during a public awareness building rally aimed at preventing the spread of novel corona virus are given below.

Mobile Communication

Mobile service providers are directed by the government to preface every call with a standard message on prevention of novel corona virus. This message is communicated in appropriate vernacular language depending on location of the call, and has to be mandatorily followed by the mobile service provider as its corporate social responsibility.

Civil Societies in Action

Local non-government organizations (NGOs) also partnered to communicate preventive measures for novel corona virus, especially with the vulnerable sections of the society. The NGOs usually used pre-recorded messages from eminent doctors and community leaders to gain credibility and posted these audio clips on loop in several key areas and slums. In addition, these tapes have been added to the vehicles of the volunteers of the NGOs to further drive home the messages.

Outcome

To prevent spread of novel corona virus, awareness campaign is conducted at every level of the society through information communication and education (IEC) activities through digital technology, innovative means together with traditional methods.

Though in a large country such as India having a population of about 1.37 billion, it is utopic to presume that public awareness building has accomplished 100 per cent success, the cumulative effect of the efforts of the



AAPAM PROGRAMMES 2021

Programme	Tentative Date	Venue/ Country	Partnering Institution	Target Group
World Government Summit programme	January /February	Webinar/ Physical programme	World Government Summit	All
Public Sector Financial Management (PFM)	8 th - 12 th March	Mombasa, Kenya	Kenya School of Government (KSG)	All
African Leaders of Tomorrow (ALT) Leadership programme	February-July	Webinar	Canadian Bureau of International Education (CBIE) and Institute of Public Administration of Canada (IPAC)	ALT Alumni (EN &FR) and Young Professionals Network (YPN) Members
Health Governance Training Programme	March	Webinar	Stellenbosch University and UCLG Africa	All
Innovation study tour Or Public sector productivity	June	Nairobi Kenya	Kenya School of Government/ KAPAM	All
Public Talk/ Leadership Forum	July	Nairobi University or Mzumbe University Tanzania	TBD	Students
AAPAM/DPSA/SPMA Annual training Programme	July	South Africa	Department of Public Service Administration (DPSA) -South Africa/ SPMA	All
Stakeholders in Public Policy and Administration Meeting Virtual	July	Webinar	Network of Schools of Public Policy, Affairs, and Administration (NASPAA)/ IASIA, University (Pretoria, Johannesburg or Limpopo)	Schools of Public Policy, Affairs, and Administration
Anti-Corruption Conference	September	Nairobi, Kenya	Pan-African Strategic and Policy Research Group (PANAFSTRAG)- Nigeria All African Council of Churches- Nairobi	Selected Participants
Executive Course: Promoting Peaceful and Inclusive Societies: The Role of Public Administration and Management Training	September	Livingston, Zambia or South Sudan	National Institute for Public Administration (NIPA)	Public and private sector leaders, managers and administrators

Programme	Tentative Date	Venue/ Country	Partnering Institution	Target Group
Research Forum	October	Webinar	IIAS/SPMA/SAAPAM/ Ethiopia	Academia, researchers, students
Enhancing Transparency and Accountability in the Public Sector	October	Uganda or Mauritius	Uganda Management Institute (UMI)/ TBD	Public and private sector leaders, managers and administrators
41 st Roundtable Conference	November-December	South Africa	Department of Public Service Administration (DPSA) -South Africa/ SPMA	All

Programme	Tentative Date	Institution	Target Group
Section on African Public Administration (SAPA) Webinar	April 9 th , 2021	American Society for Public Administration (ASPA)	
African Peer Review Mechanism (APRM)	TBA		
Africa Human Resource Forum (AHR)	TBA	iCUBEFARM	
Online Master of Public Administration (MPA) study on Public Administration in the Post-Crisis Era	January 2021	The Euro-Mediterranean University (EMUNI) EMUNI (On going)	

Publications

1. AAPAM Book- Transformed Leadership for Sustainable Development in Africa: Managing resources for Attainment of Agenda 2063
2. African Journal of Public Administration and Management (AJPAM) Vol. XXVIII No. 1 July-December 2020 and Vol. XXVIII No. 2 January- June 2021
3. African Journal of Public Administration and Management (AJPAM) E-Special Edition- Based on SAPA Webinar
4. 87th, 88th and 89th Newsletter
5. 40th Roundtable Conference Report – Transforming Institutions in Africa for Sustainable Development


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AAPAM Publications 2019 - 2020



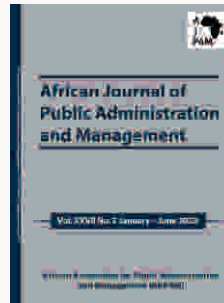
Transformation of Public Administration in Africa



African Journal of Public Administration and Management (AJPAM)
Vol. XXVI No. 1 January - June 2019



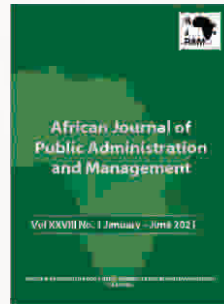
39th Roundtable Conference Report



African Journal of Public Administration and Management (AJPAM) Special Edition
Vol. XXV No. 2 January - June 2020



40th Roundtable Conference Report



African Journal of Public Administration and Management (AJPAM) Special Edition
Vol. XXVIII No. 1 January - June 2021

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