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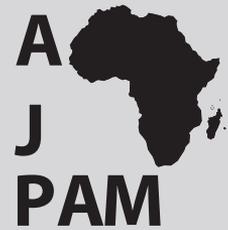
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AJPAM Guide to Contributors

AJPAM is the official Journal of the African Association for Public Administration and Management (AAPAM), Africa's continental professional association for public administrators and managers. AAPAM brings together policy makers, management practitioners and scholars associated with the state and non-state sectors. AAPAM is also affiliated with other International and professional bodies across the globe.

AJPAM is a bi-annual publication published in January and July each year. Manuscripts discussing a range of issues of public administration, leadership, management, development and related matters across the continent and from other parts of the world are welcome.

AJPAM's editorial policy is to publish original works that are practical and scientifically based and /or suggest new insights and innovative ideas in African and Global Administration and Management.

Authors are charged 100 USD (One Hundred United States Dollars) for each paper published in AJPAM as from 1st January 2018. The money shall be paid when submitting the final copy after peer review (see account details below)

Relevant bibliographical notes, literature and book reviews are invited as well.

Interested contributors are advised to submit their manuscripts in electronic format in MS word by email, two hard copies of the manuscript may be sent in addition. The articles should comply with the following:

1. Be formatted in MS word, be typed double – spaced with a size 12 font.
2. Not exceed 6,000 words.
3. Bibliographic references should be in the Harvard style
4. Ensure that in the event that endnotes are used, they should be very brief, limited to observations and comments that do not form part of the bibliographical reference. Endnotes should be numbered in the text and placed in a consecutive order at the end of the text, immediately before the list of references.
5. The Tables and Figures should be appropriately named, numbered and placed in the text.

Authors are advised to ensure that their articles;

- a. Are relevant to Public Administration and Management
- b. Present new knowledge in the field of Public Administration and Management.
- c. Employ scholarly and professional language in English or French.
- d. Generate discussions that can lead to mapping out solutions to challenges of Public Administration and Management.
- e. Express perspectives from different African Regions.
- f. Contain, as far as possible, implications for public sector managers and administrators.

Title Page

The Title page should include the following:

1. Full title
2. Subtitle (optional)
3. Preferred abbreviated running head
4. Abstract (150 – 200 words): background; aim; method; results; conclusion
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The Manuscript should include the following:

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Tables: each table should have an explanatory caption and be presented on a separate sheet at the end of the manuscript. Check that each table is cited in the text.

Figures: see instructions for tables. Computer-generated tints and shading should be avoided as they seldom reproduce well; use cross-hatching instead. Line artwork supplied as hard copy should be ready for scanning and not need redrawing.

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Editor's Foreword



The African Journal for Public Administration and Management (AJPAM) is glad to bring to you its new edition. AJPAM brings together a wide variety of articles which have considerable relevance to African public services. The journal covers wide ranging topical current issues vital in the transformation of public administration for the development of Africa.

Mataywa Busieka's article assesses policy, legal and institutional measures South Africa has put in place to address the emerging issue of international migration. In his analysis, migration in South Africa has a deep historical and socio-economic background dating as far back as 1913 where the colonial government sought immigrants of "white" descent to build the economy. The 1994 democratic government sought to remedy the situation by reversing racially-based and exploitative laws and integrate SA into the Southern African Development Community region, the African continent and the world as a whole as envisioned in the 1994 Abuja treaty. This article provides a policy framework for migration and integration policies.

Abdulai Darimani discusses the District Development Facility (DDF) introduced in 2008 by the Government of Ghana to support local governments through discretionary funding. He discusses how capacities are evaluated using the Functional Organisational Assessment Tool (FOAT) by which local governments with high scores receive more funding than low scoring authorities. The study adopts the responsiveness theory which implies that putting financial authority and resources in the hands of local governments enhances their capacity for discretionary spending, creates incentives for performance and increases their accountability to beneficiaries of services they deliver.

Anieti Nseowo Udofia and Johnson Ijale Echor address the strategic position Information and Communication Technologies occupies in governance in Africa's largest economy, Nigeria. The emergence of such technologies has led to the need for electronic governance to monitor the process of information dissemination, construction and citizen participation. Electronic governance has the potential to ensure proper functioning of Information Communication Technologies and result to accountability, speed, responsiveness, effectiveness as well as efficient service delivery despite challenges.

Robert Moruku draws a nexus between Africa's national resources and socio-economic development while examining the role of transformational leadership. In his discourse he presents Africa as a continent blessed with natural resources, yet the plight of African citizens remains deplorable, which he attributes to pervasively weak leadership capacity. The transformational leader, he posits, offers a transcendental purpose for addressing the higher-order needs of their followers. By employing the "logical-scientific or paradigmatic mode" the author concludes that leadership has a big role to play in orchestrating socioeconomic development of Africa.

Nana Usman Bature addresses the effects of work stress on employees' performance in the banking industry in Nigeria. Stress is a psychosocial factor which hampers the wellbeing of workers thereby reducing performance and productivity. Many parallels can be drawn between the banking sector and public services as the stress triggers cut across all fields. The author recommends the enhancement of stress management such as regular training, openness and understanding among employees and administrative support.

Sylvester O. Obong'o's article on ethics and integrity in public service leadership focuses on the Kenyan public service. The author notes that the Government of Kenya has put in place several approaches aimed at instilling ethical behaviour in the public servants including legislation, development of a code of conduct and training. The author recommends further research to determine if non-compliance to the stipulated code of conduct is due to weak implementation or public servants are taking advantage of loop-holes.

Stephen Gunura Bwengye analyzes local government decentralization in Uganda. In his analysis, a decentralized authority in comparison to central government can be more accessible and responsive to local needs thereby enhancing accountability in service delivery and community participation. Community participation is also seen to encourage innovative solutions for local problems in the decision-making process.

Dhikru Adewale Yagboyaju analyzes cultural impact on public administration and governance in Africa. Using Nigeria as a case study, he argues that the endemic culture of corruption acts as a deterrent to development. He concludes that Nigeria's weak governance system, part of which is the country's public administrative system, nurtures a culture of impunity and under-development that can only be addressed through a cultural reorientation.

I conclude by thanking all the authors who submitted their work for assessment, heeded the advice of the editors and produced well thought-out articles. The journal needs more submissions of articles by members of the Association and other stakeholders. We therefore urge you to develop and submit articles for publication in the AJPAM. Through knowledge sharing, the journal plays a critical role in capacity development. We especially encourage young professionals to submit their articles for consideration. We look forward to seeing more submissions of articles from this quarter.

Finally, I would like to thank my colleagues on the editorial board for their excellent work in reviewing the submissions. We also appreciate the AAPAM secretariat for their supporting role in ensuring the publication of AJPAM.

Prof. Malcolm Wallis

Chief Editor

Managing International Migration in the African Context: The South African Experience

Mataywa Busieka¹

Abstract

The subject of international migration and the concomitant narrative about policy and institutional capacity to manage it has in the recent past gained notoriety following the flood of migrants from Asia to Europe. In contributing to this fascinating discourse, this paper assesses policy, legal and institutional measures South Africa has taken and proposes to develop towards an Africa oriented as opposed to the current Euro-centric International Migration dispensation. The paper explains the tenets informing this fundamental change towards a policy regime that is in line with the African development agenda. In view of the foregoing imperative, this paper will commence with an overview of a broad context within which international migration is unfolding in South Africa. The paper will then examine the policy options South Africa has proposed and is considering for implementation to manage international migration in the African context guided as it were by regional policy instruments. The paper will outline the various policy instruments that have been developed by the African Union (AU) and the South African development Community (SADC) to guide and facilitate the free movement of persons, goods and capital amongst the member states. A reflective conclusion will round off the discussion on this contribution.

Key Words: Economic migrant, Diaspora, foreign nationals, national security, International migration, regional

Introduction

“It is without a doubt a fascinating world we reside in: an increasingly interdependent world; one in which international trade, overseas investment, global communications, worldwide travel, large-scale migration, transferred technology and cross-border crime are commonplace. It is a world in which we all need partners abroad to help us boost business, create jobs, promote trade, manage migration, protect the environment, tackle terrorism, preserve peace and defend our interests” (Hain, 2017).

True to this pithy quote, in the course of the 21st century, globalisation and increased synthesis between the fields of trade, migration and investment has more than ever challenged the capacity of states to autonomously manage such flows, thus giving rise to regionalism and multilateral solutions. Although international migration flows are becoming increasingly intercontinental, most international migrants move within major regions, in particular, migration seems to be influenced by regional processes so says the National Centres of Competence in Research (NCCR, 2017).

This is why, for South Africa (SA), and being an integral part of the continent, managing

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