



CALL FOR PAPERS

11TH ANNUAL CONFERENCE OF THE AFRICAN PUBLIC SECTOR HUMAN RESOURCE MANAGERS' NETWORK (APS-HRMNET)

CONFERENCE THEME

HARNESSING ARTIFICIAL INTELLIGENCE FOR STRATEGIC HUMAN CAPITAL TRANSFORMATION IN AFRICA'S PUBLIC SERVICE

Venue: Golden Tulip Zanzibar Airport, Kiembe Samaki, Unguja, Zanzibar, United Republic of Tanzania

Dates: 10–13 November 2026

The African Public Sector Human Resource Managers' Network (APS-HRMNET) invites abstracts and papers for its 11th Annual Conference under the theme "Harnessing Artificial Intelligence for Strategic Human Capital Transformation in Africa's Public Service."

Artificial Intelligence is reshaping workforce planning, talent management, organisational structures and the role of Human Resource professionals. The Conference will bring together practitioners, public-service leaders, policymakers, researchers and development partners to examine how AI can be used responsibly to strengthen capable institutions, improve service delivery, advance digital transformation and promote ethical, inclusive and people-centred workplaces.

Conference Sub-Themes

1. **Artificial Intelligence and the Future of Human Resource Management**
2. **Strategic Human Capital Development for Future-Ready Public Institutions**
3. **Digital Transformation and Innovation in Human Resource Management**
4. **Ethical Leadership, Governance and Organisational Culture**
5. **Professional Excellence, Partnerships and Knowledge Sharing**

Submission Guidelines

APS-HRMNET welcomes original research papers, policy analyses, institutional case studies and practice-based innovations aligned with one or more Conference sub-themes.

Submission requirements

6. **Abstracts:** 250–300 words stating the purpose or research question, approach or methodology, principal or expected findings, contribution, practical implications and relevance to Africa's public service; include three to five keywords.
7. **Full papers:** Maximum 6,000 words, including references and appendices.

8. **Author information:** Names, institutional affiliations, countries, email addresses, telephone numbers, a short biography of no more than 100 words for each author, and identification of the corresponding author.
9. **Format and referencing:** Microsoft Word (.docx); APA, 7th edition, for citations and references.
10. **Originality and ethics:** Submissions must be original and not under review elsewhere. Authors are responsible for accuracy, permissions, confidentiality, research ethics and disclosure of any material use of generative AI.

Review criteria

Submissions will be assessed for alignment with the Conference theme; originality; clarity of purpose; methodological or practice-based rigour; quality of evidence; relevance to Africa's public service; practical value; and responsible treatment of data, people and AI-related risks.

Important dates

11. **Abstract deadline:** 15 August 2026
12. **Draft full-paper deadline:** 30 September 2026
13. **Final paper after peer review:** 10 October 2026

Submission Procedure

Submit abstracts and papers by email with the subject line "APS-HRMNET 2026 Submission – [Corresponding Author Surname]". The Secretariat will acknowledge receipt and communicate review decisions and presentation arrangements to corresponding authors.

Submit to: Ms Victoria Mwanri Elangwa

Executive Secretary, APS-HRMNET

Telephone: +255 735 312 199

Email: victoria.mwanri@gmail.com

Conference information: www.apshrmnet.net

Working Languages

The working languages are English, French, Portuguese and Arabic. Authors should submit in a language for which editorial and peer-review arrangements have been confirmed by the Secretariat.

Financial Support

Limited financial support may be available for selected accepted papers, subject to eligibility, an approved budget and availability of funds. Acceptance of a paper does not guarantee financial support. The Secretariat will communicate any approved support separately and in writing.

APS-HRMNET encourages submissions that are evidence-based, practically relevant and capable of informing responsible Human Resource Management and public-service transformation across Africa.