

Official Monthly Bulletin of CEMR

December 2023 issue



As the year comes to a close, we want to express our heartfelt gratitude to the incredible CEMR Community. Your trust and support have driven our shared journey, filled with challenges and triumphs.

Wishing you all a festive season filled with warmth, joy, and moments of togetherness. May the holidays bring you peace and reflection, setting the stage for a new year with possibilities.

Happy Holidays and a joyful New Year from all of us! 🎄

Welcome to **Resonance!**

The monthly news **bulletin** from across CEMR and its member associations.

In this edition, we are pleased to share the latest updates and insights from Local and Regional Governments. CEMR convened in Prague for its [Policy Committee](#), where the Member Associations collectively endorsed a joint declaration emphasising the role of LRGs in shaping climate and energy policies. Simultaneously, six thousand kilometres away, our Spokespersons were in Dubai for COP28, advocating for a more robust representation of subnational authorities in climate change policy discussions.

We are also pleased to present the findings of two reports: "Women in Politics" and "Powering the Future: Driving Europe's Climate and Energy Policies through Regions and Municipalities."

In the "Voices" section, we feature The Union of Municipalities of Türkiye (TBB), which hosted the [Secretary Generals and Directors meeting](#) in the city of Bursa and has recently opened its Brussels liaison office.



Resonance is easy to navigate and is delivered to your inbox at the end of every month.

*Do you have a story, topic, event that you'd like to share on **Resonance**?
Write us at and let's amplify it for you.*

communications@ccre-cemr.org



[Subscribe](#)[Past Issues](#)[Translate ▾](#)

CEMR Policy Committee - **Prague Declaration**

The CEMR Policy Committee in Prague of 6 and 7 December 2023, culminated in the adoption of a landmark document titled *"The Prague Declaration: More Trust in and Stronger Voice for Local and Regional Governments"*.

[Read more →](#)



Climate and Energy - **CEMR study "Empowering the Future"**

In the wake of ongoing revisions to national climate policies, this study aims to shed light on the critical role European Local and Regional Governments (LRGs) played in implementing sustainable energy and climate policies.

[Read more →](#)



[#CEMRPragueGallery](#)



Infodata - **Women in Politics**

CEMR released the first set of infographics showcasing key insights from the report "Women in Politics." The study highlights councillors' experiences with gender-based violence.

[Read more →](#)



PLATFORMA - **COP28**

PLATFORMA teamed up with Cités Unies at COP28 in Dubai to promote their experiences and best practices in decentralized cooperation projects they have set up.

[Read more →](#)



CLGF - Kigali, Rwanda

PLATFORMA and the Local Government Association (LGA – England & Wales) participated to the tenth Commonwealth Local Government Forum (CLGF) in Kigali.

[Read more →](#)



Rural Areas - Harnessing skills

CEMR hosted the event "Harnessing Skills in Rural Areas" to address the pressing need for digitalisation and sustainable development in rural regions.

[Read more →](#)



Harnessing Skills in Rural Areas

In a rapidly evolving world, rural areas need fresh skills and a green, digital focus to drive their development.



[Subscribe](#)[Past Issues](#)[Translate](#) ▼

Marianne Overton Spokesperson - Climate and Energy. Councillor of Lincolnshire, LGA Vice-Chair interviewed by Giacomo Mazzone at COP28: "Climate change is a world problem and it needs the whole world to solve it".



Ronan Dantec, Spokesperson on the Environment, Senator, Nantes City Councillor

["With the Coalition for High Ambition Multilevel Partnership \(CHAMP\), we feel that a greater engagement to fight climate change will be reinforced between national and subnational governments, including small, medium-sized and big cities, towns, and regions, allowing us to be better prepared in COP30."](#)



"Municipalities and regions must have their voice heard at the COP.

We need more young people in politics that can push for that"

Christian Ahtelik, member of the Young Elected Officials Committee of CEMR and PLATFORMA and city Councillor in Cologne (Germany).



The Union of Municipalities of Türkiye (TBB) was established in 1945 as a public benefit association to operate in the field of municipalities. It continued its activities in the same capacity as an association for 57 years, aiming to protect the rights and interests of municipalities under the association's umbrella. Over time, the Union of Municipalities of Türkiye evolved into a union of local administrations, bringing together all municipalities in Türkiye. TBB has achieved the distinctive status of being the sole local government union with the

[Learn more](#)



We are delighted to welcome **Makfire Alija** as our new Human Resources Adviser.



Highlight of our Annual Gathering of Bridges of Trust 2023 edition

Bridges of Trust unites European and Ukrainian Municipalities in nurturing cooperation and hope.

In the wake of extensive devastation suffered by many Ukrainian municipalities, it has become evident that fostering increased cooperation between Ukraine and the European Union is essential to aid Ukraine's recovery.

representatives from Ukrainian and European municipalities, alongside Local Self-Government Associations, EU institutions, and allied organisations collaborating in the rebuilding of Ukrainian municipalities and forging a path towards EU membership. Attendees included the Solidarity Fund Poland, the Slovenian Centre for European Perspective (CEP), NALAS, and ALDA. Delegates from various countries were present, fostering knowledge exchange.

Durmish Guri, Director of External Resources at CEMR, underscored the event's significance, stating, "It is crucial for European and Ukrainian municipalities to unite and establish trust-based connections, ensuring the sustainable recovery of Ukraine."

CEMR, in partnership with **U-LEAD with Europe**, has established a support network for Ukrainian municipalities, enhancing cooperation and aid to local communities. Angeliki Mavridou, Advisor to the Programme Director of U-LEAD, stated, "We are very thankful to the mayors who came to Brussels, and we are impressed by the results of these collaborations. Municipal partnerships are currently at the centre of attention, and we see the significant benefits they bring in terms of solidarity and expertise."Could

Jelka Klemenc, Project Leader at the Centre for European Perspective, added, "Municipalities have enhanced their capacity to provide services and interact with their citizens."

The event, held at the CEMR Secretariat in Brussels, facilitated knowledge sharing and valuable recommendations for successful cooperation. **The Bridges of Trust Gathering** symbolises solidarity, determination in adversity and hope for the **Ukrainian people**.





CEMR new Human Resources Advisor

Hello Makfire, We are delighted to have you onboard with us. I would love to break the ice by asking you what an HR advisor is and what is not.

Thank you! It depends on the organisation, but the HR Adviser's role at CEMR is to link and translate the organizational strategy to HR policy and practice. The HR Advisor's role, together with other HR support staff (such as the office manager) ensures overall HR management. The HR Adviser certainly is a partner to the staff, the management and leadership. HR Adviser is definitely not a Guru.

Before joining CEMR, you've had a diverse and impactful career spanning various organisations, including NATO and the think tank Bruegel. What led you to specialise in HR within international organisations and NGOs?

Indeed, I have worked with different types of international organisations for as long as I can remember. First with Médecins Sans Frontières, then the OSCE, Foundations, business companies, Think Tanks, NATO, etc. As you grow professionally, you realise where your passions and strengths are, then you make choices that help you further solidify your knowledge, competencies and skills. I think that's what happened in my case. I enjoy working in an international environment very much, I love organisational psychology and human resources management. A field that continues to develop, innovate and change, with unending learning opportunities. Something that stimulates, challenges and motivates me.

Your roles have ranged from being an HR Manager to a freelance HR adviser providing strategic advice. How do you approach diverse responsibilities, from stress management training to policy development and auditing?

I think that different HR facets are interrelated and act on each other. To create an enabling and positive environment where people can achieve and thrive in a successful and impactful organisation, there is a need to work on an HR strategy, alongside policy and practice. Development of good HR policies and

an inclusive working culture where everyone feels safe, equal, accepted and supported. In my experience, the HR team can achieve this through interventions at the organisational/structural level and individual level, working very closely with the leadership, the management and the staff.

In your current role as an HR Adviser, what aspects of CEMR needs do you find particularly interesting or challenging?

I am still exploring, assessing, and getting to know the organisation better, but I have already noticed that CEMR comprises a bright and diverse team of experts. I see people working hard but enjoying being in the office and connecting. I also see a leadership that has a clear direction, purpose and strategy, and all this is a very good basis to meet potential challenges that might come on the way. I am optimistic and confident that we will make significant HR improvements together.

Given your background in psycho-social support and well-being measures, how do you integrate these aspects into your HR practices? Do you find that prioritising well-being contributes to a more productive and engaged workforce?

You know, well-being is “a state”, not an “action”. My ambition is to develop but also build on the good existing HR-related work so that people can experience work positively.

Finally, on a lighter note, with such a diverse and dynamic career, how do you unwind outside of work? What hobbies or activities are essential for maintaining a healthy work-life balance?

We all need a strategy to maintain this healthy balance, especially in the current times when work is accessible on our phones and follows us even during holidays. People have and are developing different personal strategies to balance work and life. Personally, I do a lot of planning and put extra effort into time management. Outside work, I enjoy reading, movies, playing the piano (just basic stuff!), occasionally going to concerts, etc. I also enjoy very much spending time with my family.




Subscribe

Past Issues

Translate ▾



 **19 JAN:** Blue Book Trainee Job Fair

 **24 JAN:** "Environment" and "Urban Policy" Councils [\[Read more →\]](#)

 **28 JAN:** [CEMR Birthday](#)



Subnational governments play a pivotal role in climate-related expenditure and investments. In 2019, they were responsible for **58% of the total general government expenditure** related to climate initiatives.

[\[→ Find out more about European Energy and Climate Policies ←\]](#)



**Copyright © The Council of European Municipalities and Regions (CEMR-CCRE)
All rights reserved.**

Want to change how you receive these emails?
You can update your preferences
or unsubscribe from this list.

Resonance is evolving, your suggestions will only make it better,

[Subscribe](#)

[Past Issues](#)

[Translate](#) ▼



Co-funded by the
European Union

This email was sent to <<Email Address>>

[why did I get this?](#) [unsubscribe from this list](#) [update subscription preferences](#)

Council of European Municipalities and Regions · Square De Meeus 1 · Brussel 1000 · Belgium