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**EXECUTIVE COUNCIL
Fourteenth Ordinary Session
26 – 30 January 2009
Addis Ababa, ETHIOPIA**

EX.CL/473 (XIV)

**REPORT OF THE 6TH CONFERENCE OF AFRICAN MINISTERS
OF PUBLIC SERVICE**

Midrand, South Africa, 11-15 October 2008

REPORT OF THE 6TH CONFERENCE OF AFRICAN MINISTERS OF PUBLIC SERVICE

Overview

1. The 6th Conference of African Ministers of Public Service, under the theme '*Developing Public Service and Administrative Capacity of the State*', was hosted by the Republic of South Africa and held from the 13th to 15th October 2008, in Midrand, South Africa. The Conference of Ministers was preceded by a Meeting of Member States Experts from the 11th to 12th October 2008. During the period of the 5th Conference of Ministers of Public Service, a number of Bureau Meetings were convened under the Chairpersonship of the Minister of Public Service and Administration of the Republic of South Africa.

2. The Minister of State for Public Service of Kenya was elected as the Chair of the Bureau of the 6th Conference of Ministers, Algeria as the 1st Deputy-Chair, Guinea as the 2nd Deputy Chair and Mozambique as the Rapporteur. The 3rd Vice Chair will be elected after consultation among countries from the central Africa region. The Conference was attended by 35 Member States and representative from partner organisations active on public service issues. During the Conference the Minister also presented the first public sector innovation awards within the framework of the All Africa Public Sector Innovations Awards programme.

FOCUS OF THE CONFERENCE

3. The 6th Conference of African Ministers of Public Service served to review the implementation of the Addis Ababa declaration of the 5th Conference of African Ministers of Public Service and consider the draft Charter on the Principles and Values of Public Service and Administration, an overall paper on the theme of the conference and a long-term strategy for state capacity development.

4. The Conference of Ministers adopted a conference report and a declaration of the 6th Conference of Ministers. Through the report and the declaration, the Ministers of Public Service affirmed their willingness to work as a collective to build the capacity of the public service for delivery and the achievements of the Millennium Development Goals. In demonstrating their commitment, the Ministers made a number of decisions relating to the work to be done during the period of the 6th Conference of Ministers of Public Service.

RECOMMENDATIONS OF THE CONFERENCE

1. Within the ambits of the adopted conference report and declaration, the African Ministers of Public Service made the following recommendations:

- a. The AUC and partners should work towards establishing activities for the capacity of the Africa State through active learning, knowledge exchange and peer-review between Member States of the African Union.
- b. The draft African Charter on the Values and Principles of Public Service and Administration be presented to the Assembly of Heads of State and Government of the African Union, subject to its review and finalisation by Member States Legal Experts.

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**6th CONFERENCE OF AFRICAN MINISTERS
FOR PUBLIC SERVICE
13th -15th OCTOBER 2008
MIDRAND, SOUTH AFRICA**

EX.CL/473 (XIV)

**REPORT OF THE 6TH CONFERENCE OF AFRICAN MINISTERS
OF PUBLIC SERVICE**

REPORT OF THE 6TH CONFERENCE OF AFRICAN MINISTERS OF PUBLIC SERVICE

INTRODUCTION

1. The 6th Pan-African Conference of Ministers of Public Service took place from the 13th to 15th October 2008, in Midrand, South Africa. The Conference was attended by Member States, representatives of African and International organizations and invited experts. The Member States in attendance at the 6th Conference were as follows: Algeria, Botswana, Burundi, Cameroon, Cote d'Ivoire, Djibouti, Democratic Republic of Congo, Ethiopia, Egypt, Eritrea, Gambia, Guinea Bissau, Guinea Conakry, Ghana, Kenya, Lesotho, Libya, Madagascar, Malawi, Mauritius, Mauritania, Mozambique, Namibia, Niger, Nigeria, Rwanda, South Africa, Sudan, Swaziland, Tanzania, Tunisia, Uganda, Zambia, and Zimbabwe. The organizations represented were: African Union Commission, AAPAM, AMDIN, CAFRAD, COMESA, ECA, NEPAD, UNECA, UMI, and a number of local organisation.

OPENING CEREMONY

2. The Opening Ceremony of the 6th Conference of African Ministers of Public Service was chaired by Dr Ellen Kornegay, Deputy Director-General of the Department of Public Service and Administration of the Republic of South Africa. Dr Kornegay welcomed participants to South Africa and to the opening session.

Opening Address: H.E Mrs. Julia Dolly Joiner, Commissioner for Political Affairs, African Union Commission

3. Commissioner Joiner welcomed delegates and indicated that the Conference is the culmination of work that has its genesis at the 5th Conference of Ministers and indeed at all of the prior conferences of Ministers of Public Service. She further recalled the work that was done and the commitment that was demonstrated by the Government of the Republic of South Africa. She also indicated that she was encouraged by the continued commitment of South Africa to play a role in the continent.

4. Commissioner Joiner recognised that the work of the Ministers served to place on the agenda of the African Union, the importance of capability development for the realisation of the objectives established in the Constitutive Act of the African Union and the mandates established from time to time by the Heads of State and Government through the various meetings of the Assembly of the African Union. In this respect, Commissioner noted that the work introduced at the 6th Conference is part of a continuum of ongoing work initiated within the Ministerial programme. In particular, she emphasised the draft Charter to be presented at the Conference

5. In reflecting on the conference theme "Developing the Public Service and Administration Capacity of the State in Africa", Commissioner noted that this was a long-term challenge and hence African ownership over initiatives established was fundamental. She further indicated that the State was essential for development and

recent events in the global financial sector further established the importance of the State and State capacity for development. Commissioner also argued that the imperatives of building the state are brought further into context when reflecting on the level of implementation of the Millennium Development Goals.

6. Commissioner Joiner concluded that developing the public service and administration capacity of the state in Africa is fundamentally about building our capacity to create and manage our own interventions and programmes. In this respect, she noted that the long-term strategy that would be presented is essential in shaping the future work of the Ministers.

Keynote Address: H.E Minister Richard Baloyi Chairperson of the 5th Conference of Ministers and Host, Republic of South Africa.

7. The Chairperson of the 5th Conference of African Minister of Public Service, H.E. Richard Baloyi warmly welcomed all delegates to the 6th Conference of Ministers. He reiterated South Africa's firm commitment to the African Union and playing a positive role internationally and through participation in continental initiatives. This commitment, he asserted, is reflected in, amongst others, the recent statements of the President of South Africa and the resolutions of the ruling party in South Africa.

8. In articulating the broad parameters of the areas of work in the Addis Ababa Declaration, the Chairperson recognized with appreciation the work that has been completed by his predecessor, the former Minister of Public Service and Administration, Ms Geraldine Fraser-Moleketi, who steered the 4th and 5th Ministers Conferences. He noted that the Conference would provide a good basis for reflecting on the progress that has been made since the adoption of the Addis Ababa declaration.

9. The Chairperson concluded his opening address by quoting Ben Okri, ' the most authentic thing about us is our capacity to create, to overcome, to endure, to transform, to love and to be greater than our suffering'. He further welcomed participants to South Africa and wished them well during the conference.

ELECTION OF THE CONFERENCE BUREAU

10. H.E Mrs. Julia Dolly Joiner, Commissioner for Political Affairs, African Union Commission, initiated the election process by indicating that consultations should take place within regional grouping on the composition and election of the Bureau of the 6th Conference of African Ministers of Public Service. Following the consultations, the following countries were elected as members of the bureau:

Chairperson:	Kenya
1 st Vice-Chairperson	Algeria
2 nd Vice-Chairperson	Guinea
3 rd Vice-Chairperson	Central Region (to be decided after consultations)
Rapporteur	Mozambique

11. The Chairperson of the 6th Conference of African Ministers of Public Service, H.E. Minister Dalmas Otieno Anyango, Minister of State for Public Service of the Republic of Kenya, thanked the Conference for electing Kenya as the Chairperson of the 6th Conference of African Ministers of Public Service. He further thanked the outgoing bureau for the foundations established and South Africa for hosting the meeting.

12. The Chairperson pledged to the Ministers Conference that Kenya would work to build the required synergies for the programme and would work with partners on the furtherance of the agenda of the Ministers Conference. He further indicated that the institutionalization of the Africa Public Service awards will serve as a model and incentive to inspire change across African public services. The Chairperson concluded with a brief overview of the experience of the Public Service in Kenya.

ADOPTION OF THE AGENDA

13. The agenda of the Conference was presented for consideration and adoption by the Conference. In the absence of any further items and any changes, the agenda was accepted by the 6th Conference of African Ministers of Public Service.

REPORTS TO THE CONFERENCE

14. The Chairperson of the Conference H.E. Minister Dalmas Otieno Anyango, welcomed delegates to the session and indicated that the Conference will receive and consider both the reports of the outgoing Chairperson of the Ministers Conference and the report of the Member States Experts.

Report of the Chairperson of the 5th Conference of African Ministers of Public Service

15. The Report of the Chairperson of the 5th Conference of Ministers of Public Service was presented by H.E. Mr. Richard Boloyi, Ministers of Public Service and Administration of the Republic of South Africa. The report, as presented, highlighted actions and activities since the 5th Pan-African Ministers' Conference held in December 2005 in Addis Ababa, Ethiopia. The Addis Ababa Declaration served to establish the mandate of the Bureau of the 5th Pan-African Ministers' Conference.

16. The Chairperson Report focused primarily on the actions taken in response to the mandate of the Addis Ababa Declaration and their subsequent outcomes. The report also presented the overall context within which the Governance and Public Administration programme has evolved. In the presentation, the Chairperson highlighted the key engagements the Chairperson was involved in during the course of programme implementation. In this respect, reports notes that four Ministerial Meetings, two extended Ministerial meetings and a full Ministerial meeting were convened in the period of the 5th Conference.

17. In reflecting on the programmatic aspects of the Addis Ababa Declaration the Chairperson highlighted efforts that were made to establish partnership and promote the Ministers' programme. The report, as presented, reflects significant progress in a number of areas. In outlining the lessons learned, the Chairperson noted that the approach of establishing Member State as champions over a number of areas has worked in some areas. In concluding, the Chairperson noted that one of the most important steps forward would be to encourage Member States to make available resources to ensure the future sustainability of the Ministers programme.

Reports of Thematic Champions

18. Following from the report of the 5th Conference of Ministers, Member States who were Champions were provided with an opportunity to reflect on their areas of work. The Deputy–Prime Minister of Namibia outlined the history of its role as champion over Africa Public Service Day and the success of the activities established, which include the hosting of a continental Public Service Day, within which information on different country experiences were exchanged.

19. The role played by continental and international organisations on Public Service Day was recognised by the Deputy Prime-Ministers of Namibia, together with an indication of Namibia's continued commitment and the willingness of Tanzania to host the celebrations for 2009. It was further proposed by Namibia, that the conference theme be retained for the 2009 celebrations. Member States were also encouraged to develop themes that would be relevant for their local settings. In preparation for the 2009 celebration, Tanzania also sent a team to learn from the Namibian experience. A number of Member States briefly shared their experiences and expressed words of support for future Public Service Day celebrations.

20. It was noted that Nigeria was involved in the area of anti-corruption and played an active role in the Anti-Corruption Bureau Meeting held in Abuja Nigeria. Details of which can be provided by the expert representative of Nigeria. It was noted that Nigeria could, if needed, present further information at a later stage during the conference.

Discussion on the Report of the Chairperson

21. In congratulating Kenya for its election to the Chair for the 6th Conference of Ministers, Member States also expressed their gratitude for the enormous role played by South Africa over the years. It was noted that the matter of the resources from the European Union and the donor roundtable, as reflected in the report, would need further explanation. Following some reflection from Member States on the reform experienced, the outgoing Chairperson was congratulated on the comprehensive nature of the report presented to the Conference. It was also noted that a hand-over meeting would be required between the current and past Chairperson of the Ministerial Conference.

22. In the terrain of the training of trainers which took place within the wider ambits of the Ministers programme, it was noted that it would be essential that such training be in all of the languages of the African Union. In particular, there was a need that there be

training in French and Portuguese. Member States also need to share experiences in a number of areas and it needs to be recognised that other countries can also implement wider programmes.

Report of the Member States Expert Meeting

23. The Member States Experts meeting was held on the 11th and 12th of October, prior to the Ministers conference. The report of the Experts Meeting was presented by the Rapporteur of the Experts Meeting, Professor Richard Levin, South Africa. In his presentation, Professor Levin highlighted the discussions that took place on the three papers that were presented to the Meeting of Experts. He noted that the papers were recommended for consideration by the Conference of Ministers.

24. The contents of the report were noted with appreciation by Member States. It was concluded that, as the papers will be presented during the Conference, substantive discussion on the matters contained in the report will take place during the presentation of the three papers.

PRESENTATION OF THE PAPER ON DEVELOPING THE PUBLIC SERVICE AND ADMINISTRATION CAPACITY OF THE STATE

25. During the presentation, Professor Richard Levin outlined the stages of change of African States since the post-colonial times to the 21st Century and the impact of these on the developmental status of the African countries. He stated that the capacity of African Governments to deliver varies greatly across the continent, and even where there has been significant improvement in performance, state capacity and capability remain limited at all levels, particularly with respect to technical and implementation capacity.

26. The paper, as presented, argues that during the past two decades, the state globally and in Africa has been systematically discredited in favour of the market which has been actively promoted as a more efficient and effective distributor of resources. The paper acknowledges that professionalism and citizen engagement cannot succeed without state legitimacy. Democratic practices must therefore underpin professionalism and citizen engagement. The paper reflected that capable states are those that are efficient and effective. *Efficiency* has been equated with leanness, but lean states have been unable to provide *effective* relief for the key challenges of poverty, displacement of populations and implementation of sustainable development.

27. Professor Levin also highlighted that, ownership without capacity is doomed to fail and leads to new forms of external domination by those with capacity who also have their own interests. Capacity without strategic direction backed by comprehensive planning will also fail to generate sustainable development. The paper highlighted the centrality of popular participation in governance issues. Professor Levin further noted that the reality faced by African countries requires that there be a bold reassertion of the need to build strong, capable and developmental states. Professor Levin concluded that the African Charter for Public Service and Administration provides a sound foundation

for action, but success will require a concerted effort to build in a sustainable way the capability of the state.

28. Professor Levin highlighted the need to build capable African States by focusing on building the Developmental State, through strengthening Development and Service Delivery, Human Resources, Information and Communication Technologies, Organisational and Institutional Development, Budget, Finance and Resource Mobilisation, Monitoring and Evaluation. In order to build strengthened, capable and effective States on the continent, there is need to build appropriate and socially engineered institutional structures and develop flexible administrative apparatuses capable of implementing in practice the people-centred democratic values and principles of public service and administration enshrined in the Africa Charter on the Values and Principles of Public Service and Administration.

29. The presentation was concluded by an argument that Developmental State are not only possible, they are indispensable to developing countries. Capable states are developmental states that are able to intervene effectively in order to confront the key political economic, environmental and social challenges of the 21st century.

Discussions on the paper on Developing Public Service and Administration Capacity of the State

30. Member States commended the paper for being well researched, informative, and thought provoking. It was particular evident that the market does not provide the solutions for the challenges confronted in Africa and the State needs to play a more active role. In particular, Member States noted that the current financial crisis suggests a more active role for the State in responding to market failures and the realities of poverty in Africa.

31. Whilst the paper does focus on the realities that are faced by African countries, it was imperative that there be attention on how the African State could be shaped to respond to African realities. The solutions established must accord with African realities and the global economic crisis. In this respect, the paper also needs to include some discussion on why the state has historically failed in Africa. These arguments are also important when there are suggestions for a more effective role for the State in future. In this respect, it was also noted that there needs to be a careful balance between the role of the state and the market. The role of the market should not be underplayed.

32. A central issue in the further development of the concept of the capacity of the developmental state is focusing attention on developing self-esteem and the consolidation of activities relating to the capable state. The process on building the capacity of the state also needs to highlight the importance of professional bodies and trade-union. It was nevertheless noted that the paper provides a good foundation for further work and future engagements.

33. It was noted that the paper was conceptual in orientation and did not provide a clear indication of the direction that needs to be established for the future. In particular,

there was a perspective that the paper should focus on solving problems and providing recommendation rather than on explaining problems. It was responded that the paper is deliberately focused on the broad conceptual challenge and provides the basic foundation for the long-term action plan that would be presented on the second day of the Conference.

34. Member States expressed deep concern over the current global financial crisis and its possible negative impact on Africa. In this respect, there needs to be careful thought on the role that the state can play in the economy. Within this process, it was felt that it would be important that an African notion of the capable state is developed and that such a conception needs to be based on Africa's own realities, rather than the realities that confront developed countries. Of particular importance, in this respect, is also a focus on exchanging information on good practices that emerge amongst African states.

35. It was noted that the paper did not fully explain why the state has failed in Africa. Consequently it is difficult to imagine how the challenges faced by the African State, can be adequately addressed without the proper diagnosis. It was also noted that the paper did not deal with the lack of resources has contributed to state failure in Africa. It was also noted that the paper did not make a clear distinction between capable and developmental states. The paper also needs to address itself to the mindset changes that are needed within the public service.

36. In concluding the extensive discussion on the paper, the Chairperson closed the session by stating that this paper together with the strategy paper form the basis for future planning of the Minister's Conference.

Briefing by Guinea Bissau

37. The representative of Guinea Bissau provided the meeting with a briefing on the current issues confronting Guinea Bissau. It was noted that there were challenges in the stability of the State and numerous changes have taken place in recent years. As the issue was beyond the scope of discussion, the ***Chairperson requested that there be further discussions on the matter within the West African Region.***

SEMINAR ON KEY PUBLIC SERVICE ISSUES

38. Within the ambits of the 6th Conference, a seminar was held on key public service issues. Three presentations were made. The first presentation focused on capacity development through the strengthening of Management Development Institutes in Africa, presented by Professor Abdullah Sheik of AMDIN. The second focused on the use and value of information and communication technologies for service delivery and was presented by .H.E. Dr Ahmed Darwish, Minister of State for Administrative Development, Egypt. The Third presentation was an overview of pay reform in Tanzania, Ms Florence

39. The presentations were well received and the Conference took note with appreciation of the issues raised. The presentations provided a welcomed opportunity for further exchange on matters relating to the development of African Management Development Institutes, the use of Information and Communication Technologies for service delivery and issues of Pay Reform. The Chairperson noted that it would be useful for AMDIN to collect and produce a publication on the key issues discussed. A brief summary of the seminar is attached to this report.

PRESENTATION ON THE DRAFT AFRICAN CHARTER ON THE VALUES AND PRINCIPLES OF PUBLIC SERVICE AND ADMINISTRATION

40. H.E. Mr Djamel Kharachi began his presentation by thanking the host, South Africa for the conference and expressing his pleasure at being at the 6th Conference to present the Charter. He noted that the Charter emerged from an extensive consultative process and detailed discussion with Experts and representative of Member States. A number of workshops were arranged on the Charter to review and finalise its contents. The final workshops included Legal Experts from some African countries and the African Union Commission.

41. The final draft of the Charter contains seven Chapters. The first Chapter is focused on the definitions, objectives and principles and the last two Chapters contain the implementation mechanism and final provisions. The body of the Charter is in Chapter two to five. These are: 1) Obligations attached to the Public Service and Administration; 2) Rules of Conduct Binding Public Servants; 3) Guarantees and Rights of Public Service Employees; and 4) Management and Development of Human Resources.

42. Mr. Kharachi asserted that the Charter creates a new basis for looking at how the public service functions and delivers. In particular, he emphasizes the relationship between the public service and people. He noted that the Charter also serves to establish benchmarks and standards and should serve to complement the work of all governments in the continent. He further asserted that the Charter has been drafted in a manner that accommodates the variation across the continent.

43. In concluding his overview of the process and value of the Charter, Mr. Kharachi indicated that this Charter will complement the work in the African Union and will work alongside other Charters within the African Union. The contents of the Charter and each of its 31 Articles was then presented to the Conference.

Discussion on the draft Charter

44. The Chairperson opened the discussion by indicating that comments should be on a per Article basis. It was suggested that the title should include an indication that the document is a revision of the Windhoek document. A clause should also be included to give an indication of the Charter that was adopted in Windhoek. On the issue of revision it was pointed out that this will be problematic and not be accepted by the relevant organ of the African Union

45. It was noted that the Portuguese version needs to be worked on further. This would need to be done at the level of the African Union Commission. It was noted that there is a problem with the use of public service and civil service. This will be looked at in the context of the African Union. The problems can also be resolved in the context of the definitions. It was noted that there are some formatting problems. Concern was raised on the use of the term **User**. This definition was clarified to the Conference. The use of the term civic-minded might not be a correct translation of the French word used. In the absence of a clear word to replace civic-minded, the term would be retained.

46. It was proposed that Article 3 includes some reference to positive discrimination. The use of the word 'handicap' needs to be replaced with the word 'disability'. It is noted that positive discrimination is contained in another chapter of the Charter. It is proposed that Article 15, point 5 includes the word 'association'. Article 17 needs to be strengthened to ensure that public servants are guaranteed a reasonable income on retirement. This article (17) requires more detail. Details can also be included in the regulations of Member States.

47. Article 20. (1) and (2) need to be integrated. A new 2 is then proposed. The details on this will be provided by the Member State. The inclusions are on strengthening the investments into training. It is advised that the principle be retained without specifying the amount. Article 23, amongst others, needs to be expanded to give a greater role for the REC's in the implementation of the Charter. Details can be worked on at a later stage and don't have to be included in the Charter.

48. It was decided that comments that were made be noted and be presented to Legal Experts to further refine and incorporate the changes suggested. The Charter was adopted, with amendments, by the 6th Conference of Ministers. Member States thanked Algeria for its leadership on the Charter process. It is noted that the next stage will be a meeting of Member States Legal Experts for their consideration and for refining the document for submission to the Executive Council and Assembly for adoption.

PRESENTATION OF THE PROPOSED LONG-TERM STRATEGY FOR THE MINISTERS PROGRAMME

49. In presenting the 'strategy' the Project Experts noted that the strategy begins with the broad evolution of the Ministers programme and concludes with the essential pillars of the strategy and specific recommendation for intervention. The programme seeks to ensure collective leadership and ownership over governance and public administration in the continent.

50. Within the ambits of the strategy, as presented by the Project Experts, it is noted that Public Administration challenges are complex and cannot be resolved by the imposition of specific and borrowed reform initiatives and that there was a need to have flexible public administration systems. It is noted that the foundations of the strategy is the Charter and six specific pillar areas (Service Delivery & Development, Human Resources, Information & Communication Technology and Public Service ,

Organisational & Institutional Development, Budget, Finance & Resource Mobilisation, Monitoring & Evaluation).

51. The presentation was concluded with a summary of the stages of implementation and specific recommendations on the implementation process. In this respect it was advocated that the process starts with consensus building. This would then be followed by establishing continental knowledge management architecture, followed by a work-plan for the six pillars and establishing a consultative forum for peer learning.

Discussion on the Long-Term Strategy paper

52. Nigeria took the opportunity to react to the long-term strategy while at the same time making some observations on the public sector anti-corruption of which Nigeria is a champion. Nigeria indicated that it had not problem endorsing the decisions of the Anti-corruption Bureau meeting, which took place in Abuja on 13th August 2008. However, Nigeria acknowledged the possible constraints in implementing the plan of action for the public sector anti-corruption. For this reason, Nigeria proposed the revision of the idea of Champions within the Minister programme. It further proposed an initiative to establish benchmarks and collate accurate data on corruption across Member States.

53. It was noted that the concept of the 'capable State' is broad and required further engagements to ensure that it finds meaning in the African context. Of particular importance is developing models that are most relevant to Africa. It was noted that there was a direct link between the concept paper and the long-term strategy. It was noted that there have been many reform attempts in Africa without success. These reforms must be linked with economic growth and development. Consideration of democratic process must also feature in the analysis and strategy.

54. It is essential that there is a linkage between the strategy and the realities of poverty, unemployment, underdevelopment that affects many countries. The Minister of Public Service have a very important role to play in this respect and in the achievement of the Millennium Development Goals. It must be noted that there are many pressing challenges in Africa and this leaves little time and space for the many issues covered in the strategy paper.

55. The Conference took note of the concept paper and the strategy and concluded that the paper and the strategy would form a basis for considerations on future plans for the Ministers programme.

PRESENTATION AND CONSIDERATION OF THE CONFERENCE DECLARATION

56. The Rapportuer, Mozambique, presented the draft Declaration. A space was created for interventions from the floor. It was noted that celebration for the Africa Public Service Day is not 22nd June. It should have been recorded as 23rd June of every year. Namibia reminded the meeting that it has stepped down from championing Africa Public Service Day (APSD) sub-programme but that at country level it remains committed to and will fully support the continental APSD celebrations. The name of the Tanzanian

present should be corrected and spelled as Floridah Kazora. The Secretariat will address all editorial issues on the report.

57. The African Union undertook to address all outstanding issues around terminology in the African Charter. The Chair clarified that there had been an agreement the previous day, during the discussions on the Charter, which the AUC legal team and council of Ministers would address at an appropriate time. The Chairperson proposed a motion for the adoption of the Declaration and the Conference Report. Namibia made moved and Lesotho seconded. The declaration and reported were duly adopted, with the relevant amendments.

CLOSING SESSION

58. Representatives of Members States present were given an opportunity to make closing remarks. Member states representatives expressed gratitude to the Minister of Public Service and Administration of South Africa, Mr Richard Baloyi; the Government of the Republic and the people of South Africa for the warm welcome, hospitality and for making the conference a success. A vote of thanks was also conveyed to the African Union Commission for providing a conducive framework for the continuation of the work of the Ministers of Public Service. The Chairperson of the 6th African Conference was commended for the excellent management of the conference proceedings. Member states looked forward to working with the new Chairperson to implement the Ministerial programme. Gratitude was also conveyed to Champions for the excellent job well done.

Closing Remarks: H.E Mrs. Julia Dolly Joiner, Commissioner for Political Affairs, African Union Commission

59. In her closing, Commissioner Joiner began by indicating that the deliberations have been successful and reflected in the main through the adoption of the draft Charter. She emphasized that the deliberations served to remind all on the importance of capability development efforts and how they contribute to dealing with the realities of poverty, economic hardship and with the process of achieving the Millennium Development Goals. She further congratulated all Member States for the leadership role they played in championing various aspects of the Ministerial programme.

60. The Commissioner noted that the idea of having a long-term strategy in public administration is imperative. She noted that the strategy provides a basis for bringing all of the initiatives established by the Ministers into a collective learning and exchange framework. She also expressed her commitment to bring to the attention of the Heads of States and Government the outcomes of the Ministerial Conference. Commissioner Joiner concluded her remarks by thanking South Africa for hosting the meeting and expressed her support for new Bureau of the of African Conference of Ministers of Public Service under the Chairmanship of the Republic of Kenya.

Closing Statement: H.E Minister Richard Baloyi, Minister of Public Service and Administration and Host of the 6th Conference of Ministers, Republic of South Africa.

61. The Minister, on behalf of the government of the Republic of South Africa, expressed appreciation for the opportunity provided for South Africa to chair the 4th and 5th Pan-African Conference of Ministers of Public/Civil Service, and to host the 6th Ministers' Conference. He said the success of the work done during this period is attributed to the shared responsibility by all those involved. Judging by the level of engagement and the decisions made, Minister Baloyi said he was confident that the objectives of the Conference were achieved. What remains was to ensure that the outcomes of the Conference are implemented.

62. At a personal level, Minister Baloyi said that the Conference was an important learning curve. In this regard he thanked all those who had been instrumental in making sure that the Conference was a success. This, he said, was a true reflection of what he called shared responsibility. He acknowledged that the challenge that still lies ahead is to ensure that the Ministers' programme is driven in a sustainable manner, and that this is critical in the short, medium and long-term. He called on Member States to focus in more practical ways on organizational capacity at the African Union Commission and the Minister's Conference so that the Ministers' programme is successfully executed.

63. He added that in the spirit of shared responsibility, the need is to attend to the critical issue of funding. This is important because the Ministers' programme cannot be sustained through heavy reliance on donor funding. The limitation with donors is that they often have their own set of priorities which may not always put the interest of Africa first. In this regard, the Minister called on Member States to operate within the broader collective of the continental networks and institutions. Minister Baloyi assured the African Union Commission and the new Bureau of South Africa's firm commitment and unqualified determination and transparent readiness to support African Union programmes.

EX.CL/473 (XIV)
Annex

DECLARATION

AFRICAN UNION

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**6th CONFERENCE OF AFRICAN
MINISTERS FOR PUBLIC SERVICE
13 - 15 OCTOBER 2008
MIDRAND, SOUTH AFRICA**

DECLARATION

DECLARATION

We, the African Ministers of Public Service assembled at the Gallagher Estate Conference Centre in Midrand, South Africa at the 6th Conference taking place from 13 – 15 October, 2008,

RECALLING the decisions of the 5th Conference of Ministers as reflected in the Addis Ababa Declaration and in particular, the decision to advocate for the refinement of the Charter of the African Public Service, in preparations for its eventual adoption by the relevant policy organ of the African Union (AU).

NOTING with concern the unfortunate and unreliable state of funding for the Ministers' Conference as witnessed in the record of activities for the 5th Ministers' Conference.

RECOGNISING with appreciation, the election of Kenya as the Chair of the Bureau of the 6th Conference of Ministers, Algeria as the 1st Deputy-Chair, Guinea as the 2nd Deputy Chair and Mozambique as the Rapporteur. (The 3rd Vice Chair will be elected after consultation among countries from the central Africa region).

WELCOMING the on-going support from continental, regional and international organisations to the continent's Capacity Development Programme on Governance and Public Administration.

WELCOMING FURTHER the demonstrated commitment of the African Union Commission (AUC) to incorporate the work of the African Ministers for Public Service as an important element of the overall AU programme.

Having deliberated on the Report of the Chairperson of the 5th Conference of African Ministers of Public Service; the Report of the Member States Experts Meeting held on the 11 and 12 October; and the discussions on the following: Developing the Public Service and Administration Capacity of the State, the Draft African Charter on the Values and Principles of Public service and Administration and a Long-Term Strategy on the African Governance and Public Administration Programme, decide on the following:

On the Report of the Chairperson of the 5th Pan-African Conference of Ministers:

ENDORSE the Report of Chairperson and Bureau of the 5th Conference of African Ministers for Public Services and commend the Bureau for its leadership in the implementation of the Addis Ababa Declaration.

NOTE with appreciation the proactive participation of African regional organisations and international development partners in responding to the implementation imperatives of the Ministers' programme

MANDATE the Chairperson of the 6th Conference of African Ministers for Public Service, with the active support of the Bureau of Ministers' Conference and with guidance from

the relevant African Union policy organs to lead the implementation of the decision of the Conference, as reflected in this Declaration.

CALL UPON the AUC, in consultation with the Bureau of Ministers, to actively encourage the participation of national and regional institutions in programme activities, within the different regions of the continent.

On Matters Relating to Developing Public Service and Administrative Capacity of the State:

TAKE COGNISANCE of the importance of developing a collective African perspective on the role of the State and the areas within which there is a need for enhanced capacity development intervention.

FURTHER TAKE NOTE of the Conference paper on Developing Public Service and Administrative Capacity of the State and emphasize its link to the long-term strategy of the Conference of Ministers in Governance and Public Administration.

ENCOURAGE the AUC and other African and international partner organizations to develop activities for building the capacity of the African State through active learning, knowledge exchange and peer-review between Member States of the African Union.

On Matters Relating to the Draft African Charter on the Values and Principles of Public Service and Administration:

WELCOME with appreciation the draft Charter that has been presented and acknowledge the extensive consultations and work that has been completed on the Charter, under the leadership of Algeria.

ADOPT the draft Charter with the amendments for presentation to the Assembly of Heads of State and Government of the African Union, subject to its review and finalization by Member States Legal Experts.

On Matters Relating to the Long-Term Strategy on African Governance and Public Administration:

TAKE NOTE of the paper on the Long-Term Plan of Action of the African Ministers of Public service as the basis for the future work of the Ministers' programme.

EMPHASISE the need to focus on more immediate challenges and concerns affecting Member States.

FINALLY

REQUEST African Union Member States to join the annual commemoration of Africa Public Service Day taking place on 23 June.

TAKE NOTE of the successful implementation of the awards programme and urge Member States to provide support for the initiative.

THANK the Chairperson and Bureau of the 5th Conference of African Ministers of Public Service for their contribution and valued leadership under the stewardship of South Africa as Chairperson, Nigeria as first Vice Chairperson, Algeria as second Vice Chairperson, Burundi as third Vice Chairperson and Tanzania as Rapporteur.

FURTHER THANK with appreciation the Government and people of the Republic of South Africa for hosting the 6th Conference of Ministers of Public Service.

MANDATE the bureau of the 6th Ministers' Conference to devolve a reliable funding programme for the activities of the 6th Ministers' Conference.

ADOPT this Declaration for implementation.

2009

Report of the 6th conference of African ministers of public service Midrand, South Africa, 11-15 October 2008

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