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UNION AFRICAINE
UNIÃO AFRICANA

Addis Ababa, Ethiopia

P. O. Box 3243

Telephone: 5517 700

Fax: 5517844

Website: www.Africa-union.org

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**REPORT OF THE 7TH AU CONFERENCE OF
MINISTERS IN-CHARGE OF PUBLIC SERVICE,
NAIROBI, KENYA, 9 -14 MAY 2011**

MEETING OF THE 7TH CONFERENCE OF MINISTERS OF PUBLIC/CIVIL SERVICE OF THE AFRICAN UNION

INTRODUCTION

1. The 7th Conference of Ministers of Public Service of the African Union was held in Nairobi, Kenya, from 13th to 14th May 2011. The meeting was attended by Ministers of Public/civil service and representatives from Member States of the African Union. A full list of participants is attached to this report.

OPENING REMARKS

Welcome Remarks by Hon. Dalmas Otieno Anyango, EGH, MP, and Chairperson of the 6th Conference of African Ministers of Public Service, Kenya.

2. Hon. Mr. Anyango noted that Member States attendance confirmed their commitment to the vision and aspirations of the Minister's programme and to the cause of enhancing efficient and effective service delivery in the public sector across the continent. He appreciated the Bureau Members and the AUC for their continuous and active support to the Ministerial Program, and explained that the vision of the Ministerial Programme is to build capable developmental states in Africa. He stated that the Minister's Conference provides Member States and other stakeholders a consultative and decision making platform to assess the transformative processes taking place globally and locally within public administration and establish collective and individual interventions. It is such collective consultations that led to the African Charter on Values and Principles of public Service and Administration, which forms a framework on which future CAMPS activities will emanate.

3. Hon. Mr. Anyango concluded by highlighting the documents and reports for adoption by the Ministerial Conference. He also urged for adoption of the documents and the support of Regional Economic Communities (RECs), Specialized Institutions and partners.

Statement by H.E Mr. Erastus Mwencha, Deputy Chairperson, African Union Commission

4. H.E. Mr. Mwencha stated that CAMPS reflects AU Member States' commitment to an effectively and efficiently and developing standards at the Continental level to guide Member States efforts. He noted that CAMPS does serve as a platform for dialogue and interaction, and champions the course for change through advocating for enhanced standards. He noted that adoption of the Charter, opens up a new phase in the implementation of the AU Governance Agenda and impels the AUC to build capacity.

5. H.E. Mr. Mwencha, he emphasised the importance of the CAMPS and highlighted the need to ensure that it is sustained. To this end, he implore all Ministers

and their officials to remain steadfast in their commitment for the common good of the CAMPS initiative and the African Union agenda in general.

Keynote Address by the Guest of Honour, Rt. Hon. Raila Amolo Odinga, EGH, MP, Prime Minister, Republic of Kenya.

6. Rt. Hon. Mr. Odinga stated that the meeting was timely considering the challenges the Continent faces. He pointed out that the positive phenomenon of the global socialization network presents an opportunity to empower citizens. However, lack of incentives have led to brain drain. He further noted that until Africa addresses its governance problems, true democracy and an effective and efficient public service will remain elusive. He stated that there is a need to identify possible alternative approaches to the renewal and reconstruction of the African state and public sector as well as the establishment of dynamic and flexible institutions that offer credibility in their representatives and their support for government policies.

7. Rt. Hon. Mr. Odinga by applauding the adoption of the Charter and called upon Member States to ratify, domesticate, and implement it since it was an important instrument providing a legal basis and serves as the key instrument for transformation of the public service in Africa, while offering a strategic approach to ensuring a people oriented, accountable, service driven national ethos.

ELECTION OF BUREAU

8. The Bureau of the 7th CAMPS is constituted as follows:

- Chair : Kenya
- 1st Vice-Chair : Algeria
- 2nd Vice-Chair : Ghana
- 3rd Vice-Chair : Chad
- Rapporteur : Zambia

STATEMENT OF ACCEPTANCE BY THE CHAIR OF THE BUREAU

9. The Chair pointed out that the focus of the 7th Conference will be on signature, ratification and implementation of the Charter; and bringing on Board all relevant partners and encouraging the use of ICT across Africa to enhance capability of States. The 7th Conference will also prioritise collaboration with all stakeholders and relevant state departments and ministries, while developing linkages with partners and other specialised organizations and institutions.

PRESENTATION AND ADOPTION OF THE AGENDA

10. The Agenda was presented and adopted without changes (Annex B).

6TH CAMPS CHAIRPERSON'S REPORT

11. The report outlines the activities of CAMPS, achievements, challenges and future proposed areas of focus (Annex C). During the course of the 6th CAMPS, five (5) Bureau and six (6) Service Champions meetings were held. The chair noted that in attempting to institutionalize the administration of CAMPS, the Roles and Responsibilities for Leadership and Management of the CAMPS was developed. To enhance participation and the exercise of leadership, the 6th CAMPS redefined the concept of Service Champions. As a result of this reconceptualization, the number of Service Champions increased from five (5) countries to fifteen (15) with eleven (11) active in the programme. The Chair also pointed out that the 6th CAMPS has been able to secure the participation and leadership of the Central Africa region in the Bureau through the Election of Chad, Gabon, Equatorial Guinea and the Republic of Congo have become Service Champions and co-Service Champion. After the suspension of Guinea as the 3rd Vice Chair, upon consultation, Ghana was elected to replace Guinea.

12. With regards to the substantive work of CAMPS, the following results were achieved: the Management Guides was developed; the Chairperson's Programme Implementation Plan (PIP) was adopted; the thematic areas of the six pillars of the Long Term Strategy were identified; and the Implementation Framework for Long Term Strategy (LTS) was developed. Moreover, the 2009 African Public Service Day was hosted in Tanzania and the All African Public Service Day Award launched.

13. The 6th CAMPS has been able to secure resources from UNDP through its Regional Bureau for Africa and the Government of Kenya. Moreover, some Service Champions have contributed to the Minister's Programme by hosting CAMPS events, financing activities and participating in CAMPS activities and events. Some service Champions have enhanced the technical capacity of the Bureau by providing experts.

14. The 6th CAMPS has also developed a framework for the modernization and transformation of the African Public Service (Charter). The Framework constitutes the Charter and the LTS.

15. The non-participation of the Central Africa region, lack of a permanent secretariat, low buy-in by Member States and integration of RECs were identified challenges faced by the 6th CAMPS.

16. Implementation of the Charter and the LTS was proposed as the future programmatic focus of the CAMPS. At the Continental level, the AUC should give priority to the establishment of a permanent secretariat, popularization of the Charter and facilitate Member States ratification. The AUC should coordinate effort to mobilize resource to support implementation by Member States. Member States and RECs should also encourage and facilitate signature, ratification, domestication and implementation of the Charter.

PRESENTATION OF THE EXPERTS REPORT

17. The report was presented by Amb. Emile Ognimba, Director of the Department of Political Affairs, AUC (Annex C). He noted that the aim of the experts meeting was to validate some documents for consideration and adoption the Ministerial Conference. He reported that the experts stressed that whilst implementation of the Charter is the primary and sovereign responsibility of Member States, facilitating it implementation is contingent on a consented partnership between Member States, AUC, RECs, UNDP, civil society and other relevant stakeholders based on their differentiated mandate. The experts pointed out that added value of the Charter resides in its ratification, implementation, signature remains the important first step.

18. Amongst other, the experts recommended the adoption of the following documents by the Ministerial Conference: Implementation Framework for LTS; Leadership and Management Development guide; Human Resource Planning and Policy Architecture in Public Service guide; Performance Management and Measurement including Monitoring and Evaluation guide; Rules of Procedure and Statutes of CAMPS; draft Declaration and Resolutions for the Conference of Ministers; and the speedy signature, ratification, domestication and implementation of the Charter and request the African Union Commission (AUC) and CAMPS to develop an Action Plan for its dissemination and popularisation.

Discussion

19. In endorsing the report, some Member States reiterated their commitment to participate in the CAMPS process as Service and co-Service Champions: Rwanda expressed its desire to be co-Service Champion of the themes ICT, Capacity Building and Performance Management; Republic of Congo co-Service Champion, popularization of the Charter and ICT; Equatorial Guinea, Human Resource Planning and Policy Architecture and Gabon, Africa Public Service Capacity Development.

20. Some Member States pointed out that the Charter reflects their reform agenda and promised to sign the Charter upon completion of the requisite procedure as ordained in their respective countries. Others noted that though there are areas of divergence between the Charter and their reform agenda, the Charter in its entirety could support and complement their reform efforts. It was stressed that there is need for shared responsibility for wider dissemination of the Charter. The AU website was identified as one avenue for wider dissemination of the Charter.

21. It was recommended that during the 17th AU Summit, to be held in Malabo, Equatorial Guinea, the Chair of the 7th CAMPS together with the AUC should organize a signing ceremony on the Charter. Member States were encouraged to empower their Permanent Representation to the AU to sign the Charter. There was consensus that there cannot be any substantive change to the Charter since it has been adopted by the AU Assembly. However, it was noted that there is need for improvement on translation and language harmonization especially the Portuguese version (Mozambique offered to

help). It was stressed that, focus should be on popularization, signature, ratification and implementation of the Charter.

22. The AUC promised wider and early dissemination of documents for consideration in all AU languages, and to consultation the Department of Peace and Security on latter's participation in the thematic area of post conflict reconstruction and development.

23. It was recommended that the Statute of CAMPS and Rules of Procedure should be merged without change on the content of both documents. The new document should be called Rules, Procedure and Organization of CAMPS. This document will be adopted by the next Bureau. It was noted that whilst both will institutionalise the operations of CAMPS, the process of embedding the CAMPS into the AU structure and process (as a specialize technical Committee) should not be retarded.

24. The meeting appreciated the situation in Somalia and applauded the efforts of Somalis and the Government of Somalia in addressing them. It encouraged Somalia to approach the AUC to explore possibilities of support to rebuild and reform its public service within the framework of the AU's current engagement with the country.

PRESENTATION ON APSD THEMATIC AREAS

25. The Republic of Tanzania as Service Champion of the thematic area "African Public Service Day") outlined step taken in preparation of the Biannual Continental African Public Service celebrations. It pointed out that letters of invitation have been sent to AU Member States and a Framework for the event been established, including a Steering Committee, comprising UNDESA, AUC, CAMPS Secretariat, Tanzania, Namibia and Ghana. The Steering Committee is scheduled to meet on 15th May 2011, to discuss amongst other, principles of adjudication and further details for participation in the event.

26. The Theme for the joint celebrations is "Transformative Leadership in Public Administration and Innovation in Governance: Creating a Better Life for all". The celebrations will consist of: A combined United Nations and African Public Service Forum encompassing plenary sessions to discuss emerging issues, challenges and trends in public governance; Parallel Capacity Development Workshops/Special Meetings, involving in-depth discussions and analysis in a number of key areas of public governance; Ministerial Round-table, Inter-generational Dialogue Panel, and presentation of Final Declaration (with inputs from all workshop coordinators); United Nations Public Service Innovation Exhibitions and Awards; and African Public Service Day Exhibitions and Awards.

27. Topics to be discussed include: The LTS; African Leadership Development in relation to Core Issues and Future Prospects; the Charter, challenges and trends in achieving the MDGs; Promoting wealth creation in Africa and the importance of formalizing Property Rights of Slum Dwellers for socio-economic development in Africa. it was pointed out that during the ensuing capacity building workshops, AU Member

States will get an opportunity to participate in the workshops of their choice and discuss the workshop themes in the African context.

28. With regard to the Continental African Public Service Day Exhibitions and Awards, the sub-themes are: The Charter: A unique tool to enhance service delivery; and Continuous innovations in Public Services: ICT as an enabler to foster e-government. The Exhibitions will take place between 20th and 23rd June 2011, after which the best pavilion will be given an award. During the showcasing, AU Member States are expected to showcase innovations and strategies to transform their public services and administration in line with the Charter for values and principles of public Service and administration, as well as the extent to which they are using ICT to improve access and quality of service to citizens. The Government of the United Republic of Tanzania will provide booths for AU member countries wishing to participate in exhibitions to showcase innovations in governance and public service delivery.

PRESENTATION ON AAPSIA

29. The finalists of the various categories of the 2011 AAPSIA were presented the Awards ceremony.

STATEMENTS OF COMMITMENT

30. **United Nations Development Programme:** They reaffirmed its commitment to continue working with CAMPS and AUC based on identified priorities amongst which are the following: Ratification, domestication and implementation of the Charter; strengthening the capacity of Management Development Institutes; support the Ministers Anti-corruption programme; ICTs and public service delivery; reconstructing public service capacities in countries recovering from conflict; Knowledge generation and dissemination; and implementation of LTS. Importantly UNDP will continue through its country support to enhance the capacities of AU Member States.

31. **United Nations Department of Economic and Social Affairs:** They expressed its commitment to continue working with CAMPS and Human Resources Network to promote and instil good values and principles in public service; capacity development of human resource managers and Africa and UN Public Service Day.

32. **United Nations Economic Commission for Africa:** They promised to continue their support to implementing the CAMPS programme. In this regard, UNECA fully support: popularisation, ratification, and domestication of the Public Service Charter; providing technical support to the AUC and the Service Champions especially in the field of anticorruption, post conflict reconstruction, and ICT.

33. **Association for Public Administration and Management:** They expressed their intention to support implementation of the CAMPS programmes as well as the Public Service Charter through knowledge generation and experience sharing, and training. He concluded by extending an invitation to CAMPS to attend the AAPAM annual Round Table Conference scheduled in October 2011 in Lilongwe, Malawi. He

informed that the AAPAM Round Table Conference will have a special Ministerial session for the CAMPS Ministers, where they can offer their experiences and advise to AAPAM in an effort to forge enhanced partnership between the two.

34. **Institute of Public Administration of Canada:** They stated their commitment to continue supporting the AUC and the CAMPS programme.

35. **African Capacity Building Foundation:** They expressed their commitment to support the implementation of the Charter, through improvement of performance indicators of Monitoring and evaluation, harmonization of policies. It also offered to support in collecting information in certain thematic areas e.g. development of leadership programmes in Togo, Burundi, Kenya and Algeria, while supporting the implementation of the charter based on requests of countries.

SIGNING CEREMONY OF THE CHARTER

36. The following Member States signed the Charter: Burundi, Republic of Congo, Gambia, Ghana, Kenya, Mozambique, Namibia, Ghana and Zambia.

CLOSING REMARKS

37. H.E Mrs. Julia Dolly Joiner delivered the closing remarks. She outlined the achievements of the 6th CAMPS and lauded the leadership of Kenya, Service Champions and efforts of Members States in securing the achievements. She noted principal amongst the achievements is the adoption of the Charter. She congratulated Algeria for the leadership they demonstrated in the developing the charter. She pointed out that the deliberations and engagements of the 7th CAMPS have been very successful, key indicator of the success resides in the signing of the Charter by 8 Member States. She requested the support of Member States and relevant stakeholders to ensure that the Charter is signed and ratified as soon as possible by many more Member States and beyond that, to ensure that it is ratified, domesticated and implemented at the national level because only then will it find practical expression in the lives of the people for which it was intended. She concluded that the outcome of 7th CAMPS, will be brought to the attention of the Heads of States and Government in an upcoming session (17th AU Assembly).

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Annex

DECLARATION

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Telephone: 5517 700

Fax: 5517844

Website: www.Africa-union.org

**SEVENTH SESSION OF THE
AU CONFERENCE OF MINISTERS
IN-CHARGE OF PUBLIC SERVICE
9- 14 MAY 2011
Nairobi, KENYA**

SC6372

DECLARATION

We, the African Ministers of Public/ Civil Service assembled at the Kenyatta International Conference Center, in Nairobi, Kenya at the 7th Conference of African Ministers for Public Service (CAMPS) taking place from 9 to 14 May 2011, and having debated the Theme dedicated to this Conference, namely, “Towards Effective and Efficient Service Delivery”;

RECALLING Decision [Assembly/AU/Dec. 337 (XVI)] adopting the African Charter on the Values and Principles of Public Service and Administration, and calling for its popularization and ratification

RECOGNISING that the Charter serves as a key instrument to guide the transformation of African public service and consolidate the governance reform process in Africa;

OBSERVING that Africa has made significant progress in service delivery and that enhancing the capacity of African public service is a continuous process that, for sustainability, would require the active involvement of all stakeholders;

ACKNOWLEDGING the role of the Regional Economic Communities, development partners, research institutions and civil society in promoting capacity development and the importance of securing and enhancing their participation in the popularisation and ownership of the Charter;

MINDFUL that Africa still faces many challenges in promoting, ratifying and domesticating instruments of Shared Values and recognising that there are a number of obstacles that need to be overcome in promoting effective and efficient service delivery.

COMMITTING ourselves to facilitating ratification of the Charter, and ensuring the efficient and effective delivery of services to the peoples, and promoting economic progress as well as a culture of good governance;

HAVING DELIBERATED on the Report of the Chairperson and Experts discussions on the following documents: Implementation Framework for Long Term Strategy; Leadership and Management Development guide; Human Resource Planning and Policy Architecture in Public Service guide; Performance Management and Measurement including Monitoring and Evaluation guide; Rules of Procedure and Statutes of CAMPS;

Hereby declare as follows:

ENDORSE the Report of Chairperson of the Bureau;

ENDEAVOUR to speedily sign, ratify, domesticate and implement the Charter.

REQUEST the African Union Commission to develop an Action Plan for its dissemination and popularisation;

CALL ON the African Union Commission to engage with Regional Economic Communities to establish modalities of collaboration and cooperation on matters of public service and administration;

ADOPT the following documents: Implementation Framework for the Long Term Strategy, Leadership and Management Development guide; Human Resource Planning and Policy Architecture in Public Service guide; Performance Management and Measurement including Monitoring and Evaluation guide; and call for their alignment with the Member States' national public sector reform strategies;

NOTED the draft Rules of Procedure and Statute of CAMPS and referred for further consideration by the Bureau and African Union Commission;

CALL UPON development partners and other relevant stakeholders to engage with the Member States, African Union Commission and Regional Economic Communities to implement and align their activities and priorities with the Long Term Strategy;

REQUEST the African Union Commission to mobilize resources to support Member States implementation of the Long Term Strategy;

REAFFIRM our commitment to mainstream the work of CAMPS into the processes and structures of the AU and to institutionalize the Secretariat of CAMPS;

APPLAUD the United Republic of Tanzania for hosting the second Biannual Continental Africa Public Service Day celebrations and **INVITES** African Union Member States to join in the celebrations; including the exhibition events

COMMEND the work of the Service Champions and call for more countries to participate;

CONGRATULATE the 6th Bureau for the leadership demonstrated, and guidance provided in steering the work of CAMPS; and the elected Members of the new Bureau.

APPRECIATE the support provided by UNDP and other partners and call on them to support the popularization of the Charter and implementation of the Long Term Strategy;

THANK the Government and People of Kenya for hosting the 7th CAMPS and for their hospitality.

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