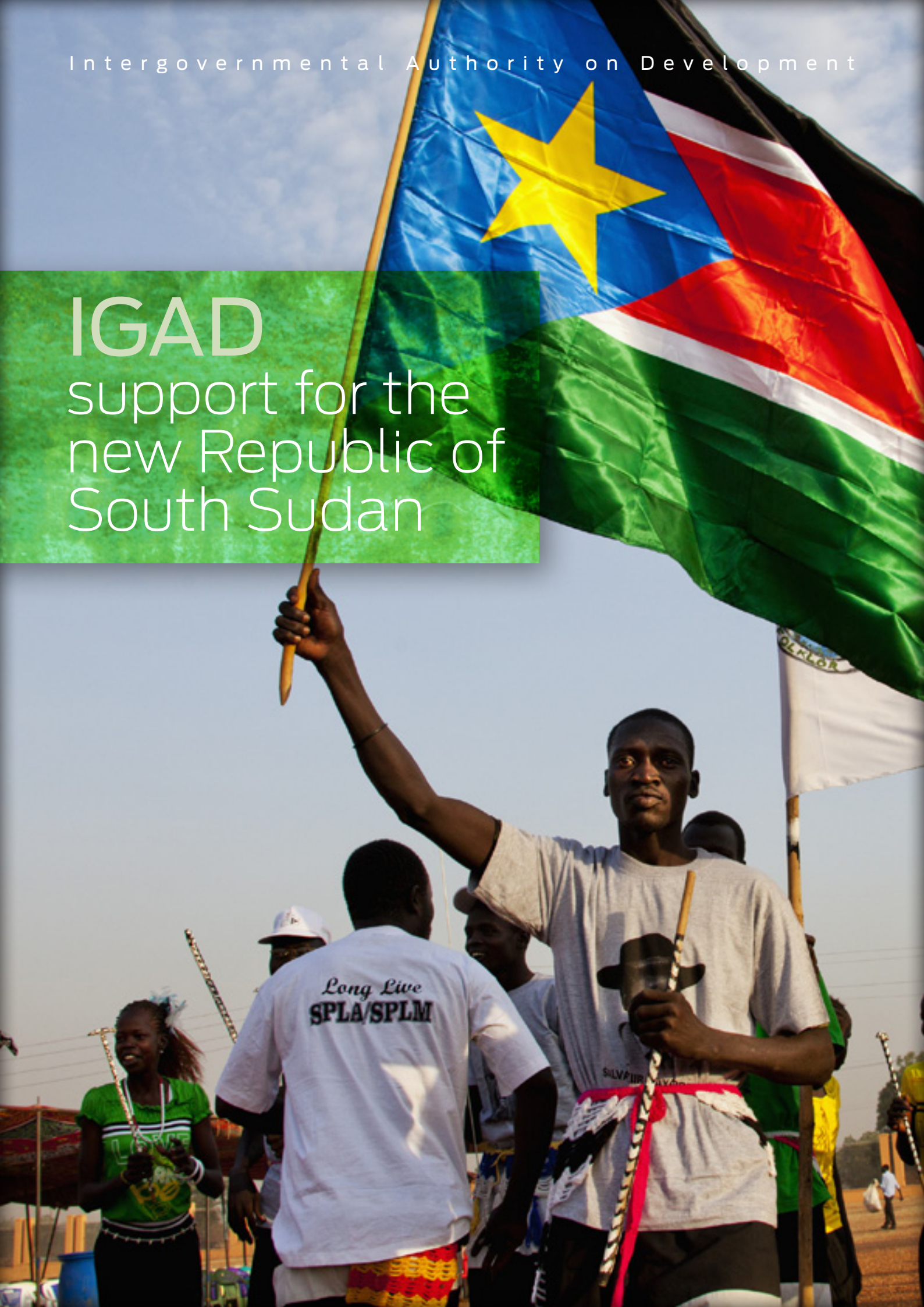


IGAD

support for the
new Republic of
South Sudan





About IGAD

The Intergovernmental Authority on Development (IGAD) superseded the Intergovernmental Authority on Drought and Development (IGADD) established in 1986 by the then drought afflicted six Eastern African countries of Djibouti, Ethiopia, Kenya, Somalia, Sudan and Uganda. The State of Eritrea was admitted as the seventh member of the Authority following its independence in 1993.

Although IGADD was originally conceived to coordinate the efforts of member states to combat drought and desertification, it became increasingly apparent that the Authority provided a regular forum where leaders of the Eastern African countries were able to tackle other political and socioeconomic issues in a regional context. Realising this, the Heads of State and Government

of Djibouti, Eritrea, Ethiopia, Kenya, Sudan and Uganda, resolved to expand the mandate and made a declaration to revitalise IGADD and expand cooperation among member states. In 1995, the revitalised IGADD was renamed the Intergovernmental Authority on Development (IGAD).

IGAD welcomes the Republic of South Sudan as a new East African nation. We anticipate South Sudan will soon be our eighth member state. The IGAD member states are committed to fostering peace and integration in the Horn of Africa through a range of regional programmes aimed at food security, peace, co-ordinated policies on trade, customs and migration, and the promotion of the Common Market for Eastern and Southern Africa (COMESA).



Birth of a new nation

Sudan gained independence in 1956 and immediately sunk into prolonged conflict, resulting in the loss of over two million lives in the south alone. Then came the signing of the Comprehensive Peace Agreement (CPA) in 2005, the referendum vote in January 2011 and the birth of Africa's newest nation in July 2011. The Government of the new Republic of South Sudan is faced with enormous challenges if it is to ensure peace, stability and access to basic services for its people.

Establishing momentum towards recovery is dependent on South Sudan maintaining sustained peace, security and an effective public service. However, serious challenges are posed by insecurity and abject poverty, which

continue to affect a large majority of the population. Basic rule of law is weak; there are many fractured communities affected by generations of conflict; service delivery across all sectors remains totally inadequate; and efficient, accountable and transparent systems for decentralized governance have yet to be properly implemented. These challenges have resulted in the Government having limited capabilities required to adequately protect the citizens and deliver services. The situation is most acute at the state and local government levels, where governance capacities are stretched thin on the ground. In many places, government institutions are non-existent, or in their infant stage of development.



Challenges facing the public sector in South Sudan

An efficient and effective civil service is a major indicator of a government that is capable of meeting the needs of its people. A legitimate government must be able to provide basic services. An efficient and effective public sector depends significantly on availability of qualified civil servants working at all levels to bring services to the people in an environment of security and respect for the rule of law.

In this respect, the South Sudan public sector has serious constraints in availability of personnel in virtually all sectors. This is mainly because a significant number of civil servants are former soldiers who lack the education, skills and competencies necessary for an efficient public service. In addition, it is difficult to get reasonable levels of productivity from the existing structures.

The public sector is further compromised by poor organizational

design; ineffective bureaucratic processes; inadequate policy frameworks; lack of equipment; and lack of information systems. The situation at state level is particularly serious due to the limited expertise available in the State Ministries of Finance, Local Government, Legal Affairs, Police and Prisons, Health, Education and Agriculture, amongst others.

All these challenges compromise the ability of the Government to keep pace with the new nation's demands for basic service delivery, community security, and poverty reduction. The influx of returnees from north Sudan following the successful outcome of the referendum further serves to aggravate the situation. This necessitates starting from a rudimentary level, most often in an environment where many parts of the country are totally cut off for large parts of the year due to a lack of roads and other communication infrastructure.

Capacity building at human resource, organizational and institutional levels therefore remains an urgent priority to enable South Sudan to establish its institutions and physical infrastructure and provide basic services to its citizens.



IGAD'S commitment to the Government of South Sudan

Responding to the skills shortage and the need for increased capacity in the civil service, three IGAD Member States (Kenya, Ethiopia and Uganda) are deploying 200 civil servants and specialists to work in government institutions in South Sudan. These technical experts are being deployed in strategic functions within national ministries, commissions and state-level local government, and many will work in frontline service delivery in areas experiencing chronic shortages, such as health.

The civil servants are seconded to the South Sudan civil service. Around 50 civil servants arrived from Kenya in early June, and a further 100 are expected from Ethiopia and Uganda in August 2011.

The IGAD Initiative has demonstrated the support of African nations to South Sudan and has provided a road map for a more expansive program of South-South cooperation and civil service support. The Norwegian Government is providing funds of US\$10m for the initiative while UNDP is playing a facilitating role. The Kenyan, Ethiopian and Ugandan governments are paying the civil servants

their regular salaries from their home countries, and the civil servants will also receive a living allowance whilst in South Sudan.

Building on this initiative, the African Union is preparing to send 1,000 civil servants from the AU member states to further assist with the rapid development of South Sudan's public service.

It complements other interventions supported by United States, GIZ, South Africa (Public Administration Leadership and Management Academy), and the Government of Kenya Technical Cooperation, among others. It also supports other ongoing public sector reform initiatives such as the Capacity Building Institutional and Human Resource Development Project implemented by the World Bank and funded by the South Sudanese Government and the Multi- Donor Trust Fund, and initiatives of the Capacity Building Trust Fund.

Above:
Delegates from the Kenyan and South Sudanese governments meet at the presentation of the IGAD framework in Nairobi, September 2010 © UNDP

Skills Focus:

Health workers (including surgeons, gynaecologists, nurses)

Public Administration

Economists

Laboratory Technicians

Human Resource Development

Information Technology

Geologists

Meteorologists



Delivering services to the people



Minister for Labour and Public Service, Madam Awut Deng

Many of the IGAD civil servants will provide front-line services to the community, especially in the area of health. South Sudan has a chronic shortage of medical specialists and functional medical facilities. It is estimated that only 25 percent of the population has regular access to medical treatment. Women have a 1 in 7 chance of dying during childbirth – one of the worst maternal mortality rates in the world.

The IGAD Initiative will place dozens of trained specialists into public hospitals and health centres, including nurses, laboratory technicians, surgeons and gynaecologists. “We’re very excited,” said the Minister for Health, Dr. Luka Monoja, speaking to the first group of health workers who arrived in early June 2011. “We have very young doctors with limited

clinical experience and they will be looking to you to learn skills.”

He added that the Kenyan medical professionals might be shocked by the lack of facilities, but that it also shows what an impact they will have in a country where the sick generally have no healthcare options. “The long period of lack of services has made some people think there is nothing to do, you just wait until you die.”

South Sudan’s Minister for Labour and Public Service, Madam Awut Deng, is leading the Initiative on the Government’s side, helping to identify skills shortages and to facilitate recruitment and deployment of the civil servants. “It is a dream come true,” she said when the first batch of civil servants arrived. The Initiative was created in response to “a long experience of theoretical training not being translated into practice,” she added.

UNDP works closely with the World Health Organisation, UNICEF and UNFPA in facilitating this programme.



Frequently asked questions

How will the civil service positions be recruited?

Responsibility for recruitment is with the country sending the civil servants, based on needs identified by South Sudan.

Which countries will be sending civil servants?

IGAD member states Ethiopia, Kenya and Uganda have committed to sending up to 200 civil servants.

Where will they be based?

The civil servants will be based in Juba, working with the central Government, as well as in the state capitals across

South Sudan. In some cases civil servants will be placed at local county level also.

Will the civil servants have housing and insurance?

Medical insurance is part of the package provided to the civil servants. They will be provided with housing only if it is normal practice for similar civil servants working with the government in South Sudan to get such allowances.

Are these new recruits going to take jobs that could have been given to local people?

No, these positions will mentor and coach

existing civil servants to build their capacity. Many are coming with highly specialized skills, such as surgeons, gynaecologists and geologists.

How long will the civil servants stay for?

It is expected that the visiting civil servants will stay for two years.

What are the conditions of service?

Civil servants will continue to receive their regular salary, paid by their government, and will also receive a living allowance whilst in South Sudan. This will vary according to the position and the grade of the civil servant.

Civil servants from Kenya are welcomed to South Sudan

The Kenyan civil service support officers with, seated L-R: Madam Rebecca Joshua Okwaci, Undersecretary, GOSS Ministry of Labour and Public Service, Joe Feeney, Head of Office for UNDP in Southern Sudan, Mr. Stephen Lusweti, Personal Assistant to the Permanent Secretary of the Ministry of State for Public Service (Kenya), Madam Awut Deng Acuil, GOSS Minister of Labour and Public Service, Dr. Luka Manoja, GOSS Minister of Health. Standing third from right is Madam Margaret Mathiang, Undersecretary, Ministry of Gender, Child and Social Welfare

