



RSS/IGAD CAPACITY BUILDING INITIATIVE IN SOUTH SUDAN



What is IGAD?

The Intergovernmental Authority on Development (IGAD) was first established in 1986 as a forum to coordinate the efforts of East African countries in combating drought and desertification. It has now evolved into a regular forum where leaders of East African countries tackle other regional political and socio-economic issues. As the newest nation, South Sudan became the eighth member state of IGAD in 2011.

What are the objectives of the RSS/IGAD initiative in South Sudan?

The Republic of South Sudan (RSS) will place 200 qualified Civil Servants from Ethiopia, Kenya and Uganda "as Service Support Officers" (CSSOs) within various Government ministries to aid in state building and capacity development.

The recruitment and deployment of CSSOs is managed by the Ministry of Labour, Public Service and Human Resource Development, which is the main coordinating body of the RSS/IGAD project.

To date, 138 CSSOs have been deployed. The remaining 62 will be recruited in early 2012.

The RSS/IGAD project is funded by the Norwegian Government and funds are channelled through UNDP, which functions as the implementing partner in South Sudan. The main objective of the Initiative is to strengthen the capacity of key government institutions to ensure credible and efficient governance, effective service delivery and strong public administration.

How will they work with South Sudanese Civil Servants?

Through a strategy called 'twinning' where each CSSO mentors one or more local civil servants on a day-to-day basis. The CSSOs will work together with his/her 'twin' to compose a work plan that fits into the goals of the ministry.

Where will the CSSOs be based?

The CSSOs will be based within state and national government ministries in all the 10 states of South Sudan.

Are the CSSOs taking jobs that could have been given to local people?

No, the CSSOs will provide mentoring and on-the-job training to existing civil servants

to help build their capacity. Many are bringing highly specialized skills, such as surgeons, gynecologists, architects and veterinary laboratory technicians. The salaries of the CSSOs continue to be paid by the Government of their origin (Ethiopia, Kenya or Uganda).

How long will the CSSOs stay?

Each CSSO will stay for a period of two years after which they will return to their home countries to continue serving in their jobs.

What are the conditions of service?

The CSSOs receive salaries from their home countries, and a monthly living allowance/stipend for their food and accommodation in South Sudan. This allowance is paid through the funds received from the Norwegian Government. The civil servants are recruited on the basis of their qualifications, and function under the same conditions as South Sudanese civil servants. Annual visas and work permits are issued to the CSSOs by the Government of South Sudan for the period they will be serving.

Deployment of CSSOs According to Location



Location	No. of CSSOs	% of total to date
1.National	70	50.1%
2.CES(State)	4	2.9%
3.Upper Nile	15	10.9%
4. WBG	11	8.4%
5. WES	9	6.5%
6. Jonglei	6	4.4%
7. Unity	6	4.4%
8. Lakes	6	4.4%
9. EES	5	3.6%
10.Warrap	3	2.2%
11.NBG	3	2.2%
Total	138	100%

Deployment According to Sector and Location

Ministry	NAT	CES	EES	JL	UPN	UTY	LKS	WRP	WES	WBG	NBG	Total
1.Ministry of Health	10	4	4	5	14	6	5	2	8	10	3	71
2. MoLPS & HRD	17	-	1	1	1	-	1	1	1	1	-	24
3. Ministry of Housing and Physical Planning	10	-	-	-	-	-	-	-	-	-	-	10
4. Ministry of Commerce, Industry and Investment	9	-	-	-	-	-	-	-	-	-	-	9
5. Ministry of Information and Broadcasting	4	-	-	-	-	-	-	-	-	-	-	4
6. Ministry of Animal Resources and Fisheries	4	-	-	-	-	-	-	-	-	-	-	4
7. Ministry of Petroleum and Mining	3	-	-	-	-	-	-	-	-	-	-	3
8. Ministry of Finance and Economic Planning	2	-	-	-	-	-	-	-	-	-	-	2
9 National Legislative Assembly	2	-	-	-	-	-	-	-	-	-	-	2
10. Ministry of General Education and Instruction	2	-	-	-	-	-	-	-	-	-	-	2
11. Ministry of Culture Youth and Sports	2	-	-	-	-	-	-	-	-	-	-	2
12. Ministry of Water Resources and Irrigation	2	-	-	-	-	-	-	-	-	-	-	2
13. Ministry of Parliamentary Affairs	1	-	-	-	-	-	-	-	-	-	-	1
14. Ministry of Foreign Affairs and International Cooperation	1	-	-	-	-	-	-	-	-	-	-	1
15. Ministry of Higher Education	1	-	-	-	-	-	-	-	-	-	-	1
Total	70	4	5	6	15	6	6	3	9	11	3	138