



AFRICA PUBLIC SERVICE DAY: 23 JUNE 2016

PUBLIC GOVERNANCE FOR INCLUSIVE GROWTH AND GENDER MAINSTREAMING: “TOWARDS THE AFRICAN PUBLIC SERVICE WE WANT”

1. INTRODUCTION

The 2016 Africa Public Service Day will take place across the Public Service with the Gauteng Province identified as a national hub. The Africa Public Service Day (APSD) has become an important event on the African Union calendar. The APSD initiative derives from the collaborative work of the Pan-African Ministers programme to enhance governance and public administration across the Continent. South Africa has, through the coordination of the Department of Public Service and Administration celebrated the APSD since its inception.

The Ministers recognized the significance of the APSD as part of the strategy to strengthen public administration and governance programmes across the continent. The APSD is therefore one of the strategic platforms to enable African public servants to reflect on the function of the public service: its mission, objectives; programmes and projects, challenges and successes.

1.1 Context & significance of the 2016 celebrations

The APSD is now an entrenched strategic event on the African Union calendar that emanates from the declaration of the first Pan African Conference of Ministers of Public/Civil Service held in Tangier, Morocco in 1994. During the Conference the Ministers agreed that the June 23rd of every year should be celebrated as African Public Service Day. The event aims at discovering innovations in governance; reward excellence in the public sector; motivate public servants to further promote innovation; enhance professionalism in the public service; raise the image and the integrity of the public service; enhance trust in government; whilst creating a platform for sharing of best practices for learning and possible replication within a country as well as across the African continent.

This year's APSD celebrations are significant in that, 2016 marks important milestones in the history of South Africa's struggle for freedom, the most important being the 60th anniversary of the Women's March; the 40th anniversary of the Soweto uprising; and the 20th anniversary of the Constitution of the Republic of South Africa. The timing of the event is critical as the debates and conversations thereof will enrich and strengthen the strategic discourse towards Vision 2013, Agenda 2063 and the Sustainable Development Goals among others.

1.2 Main Objectives of the APSD

In the main the APSD:

- Provides a platform to showcase dedication, commitment and extra mile and demonstrated by men and women who devote their lives to serve the public despite their working conditions.
- Ignites a positive interest, and active and responsive citizenry in the work of public administration.
- Celebrations are also about rewarding good initiatives, and promoting professionalism in the public service. This special day for public servants also provides in-depth introspection by public servants to re-dedicate to the fundamental notions of service and humility.
- Should also be an inspiration for the African continent towards concerted effort to resolve common challenges, and to encourage a transparent and open debate on issues related to Public service and Administration.

2. 2016 APSD APPROACH/FORMAT

The format of the APSD will ensure strategic alignment and integration with government priorities and outcomes. The approach emphasise strengthened collaboration and partnership with key stakeholders across the three spheres on public service delivery issues. It further take into account the previous interventions, service delivery challenges from the citizens themselves emanating from the various outreach programmes and Izimbizo and Khaedu Programme. Further consideration is that, public servants require a day in their lives to showcase and talk among themselves about themselves on “how to take the public service forward”.

In realising the above objectives, the 2016 APSD events are envisaged to take place over two-days, from 22-23 June 2016. The 22 June will be serve as a build-up towards the main calendar event on 23 June 2016. The breakdown thereof is as follows:

- 2.1 22 June 2016:** One day outreach/ Letsema by public servants of different levels to identified service delivery points to do/deliver actual services (depending on the needs). These include cleaning, filling, frontline/help desk support, processes and engagement with service beneficiaries. Targeted sectors are Health and Education service delivery sites. Departments are encouraged to identify and target issue specific sectors and sites. The aim is to showcase a “public servant” as a dedicated, committed, caring and passionate public servants who put people first.
- 2.2 23 June 2016:** A think-tank **Roundtable engagement and Conversation** on the theme and sub-themes in advancing the different aspirations of Agenda 2063, the African Charter and Sustainable Development Goals on Gender Mainstreaming. The conversations should provide direction and implication thereof to South African public service and the requisite capacity and enablers for sustainable implementation. Options are explored to leverage on technology and innovation in delivering services. The purpose is to create excitement and urge for new ideas and different ways of delivering quality services to all.
- 2.3 Targeted audience:** The think-tank round-table APSD national platform is envisaged to attract not more than **150** multi-stakeholders, comprising of the Executive Authorities, senior managers, Chapter 9 institutions, labour, private sector, academia and the civil society organisations. Although the national celebrations are in the Gauteng Province, all provinces are encouraged to organize provincial events to mark the day.

3. THEME AND SUB-THEMES

3.1 The theme for 2016 APSD is:

“Public Governance for Inclusive Growth and Gender Mainstreaming: Towards the African Public Service We Want”

3.2 Discussion:

3.2.1 Public Governance for Inclusive Growth

A renewed vision of public governance for inclusive growth within the Public Service context, means providing public servants and ultimately the citizens with access to opportunities to build the future they want. This requires ensuring that the public service is more engaged, open, resilient, inclusive and innovative. An effective and accountable public service is essential to support the opportunities and environments that invest in gender equality, create jobs, equip young people with the skills they need for fulfilling careers, and deliver services according to citizens' expectations.

Inclusive growth emphasise the need for the public service to promote the commitment towards building and investing in a culture of innovation which is citizenry focus. Innovation in this regard call for enhanced openness and transparency in engaging key stakeholders that include Women, Youth, businesses, civil society and citizens at large, in the co-design and co-delivery of public services. Public Governance for Inclusive growth call for reforms to give women equal rights to economic resources. These include access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with relevant regulatory framework, policies, programmes, etc.

Openness and information on how to reinvent the public service is a prerequisite to restoring confidence in both our institutions especially frontline service delivery and citizens. The agenda and the debates on Public Service for Inclusive Growth should be more than the renewal of the public service delivery for service recipients, but to explore how to achieve greater public value through open and transparent active participation by both the public servants and citizens to ultimately take greater responsibility for actual impacts.

3.2.2 Gender Mainstreaming in the Public Service:

Mainstreaming is the process of assessing the implications for women and men of any planned action, including legislations, policies or programs, in all areas and at all levels. This strategy is meant to make women and men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally. The ultimate goal is to achieve gender equality (**Agreed Conclusions (A/52/3.18), Economic and Social Council, United Nations, New York, 1997 (ECOSOC)**).

The Public Service Commission (PSC) conducted a study on gender mainstreaming initiatives in the Public Service in 2006. Their argument was that gender mainstreaming is essential as part of good governance. The study found that gender mainstreaming was only understood in terms of equity targets as an indicator and identified that as a limitation to achieving empowerment and gender equality.

Their findings also highlighted the lack of understanding of gender mainstreaming in departments across all levels. The report highlighted that senior managers seems not know how to move from vision (policy) to strategy and action, what needed to be changed, why it needed to be changed, how to go about the proposed changes, and what results should be produced (2006, xii). Finding on processes was that gender mainstreaming is not included in any planning, monitoring and budgeting processes apart from the focus on meeting equity targets and they recommended that government should embark on a rigorous gender mainstreaming strategy(2006, xiv).

3.3 Progress and Some of the Interventions towards gender mainstreaming

Progress and some of the interventions from the Public Service include the following:

3.3.1 Launching of HOD's 8-Principle Action Plan for Promoting Women's Empowerment and Gender Equality within the Public Service and institutionalisation of the **Public Service Women Management Week**. This strategy devised to fast track changes towards the advancement of women in the Public Service, and is institutionalized within the Gender Equality Strategic Framework for the Public Service.

3.3.2 The launching of 8-Principle Plan of Action in 2007, aimed at placing the responsibility of the gender programme in the office of the HOD/DG, namely:

PRINCIPLE	EXPLANATION
Transformation for non-sexism	Promoting and protecting human dignity and human rights of women, including the rights of women with disabilities.
Establishing a policy environment	The full implementation of national policies and implementation guidelines on women's empowerment and gender equality through the development of departmental and sector specific guidelines and standard operating procedures.
Meeting equity targets	Ensuring women's full participation in decision making by the employment of 50% women at SMS level.
Creating an enabling environment	Putting in place departmental and sector Gender Management Systems, institutional mechanisms and dedicated gender units.
Mainstreaming gender	Incorporating gender perspectives into all work of the Department.
Empowerment	Capacity development for women's advancement and gender equality.
Providing adequate resources	Availing adequate physical, human and financial resources for advancing gender equality.
Accountability, monitoring & evaluation	Ensuring full responsibility, ownership of and reporting on advancing gender equality in the public service.

3.3.3 Encouragement of Government Departments to integrate them into their Departmental programmatic action plans to ensure reasonable progress in achieving Women Empowerment and Gender Equality in the workplace.

3.3.4 Declared the last week of August as the **Public Service Women Management Week**. During that week, Directors-General and Heads of Department are expected to host and chair meetings with female Senior Managers to assess progress made by the Department in the implementation of the Principles as part of the Women's month celebrations. Monitoring reports on the implementation of the principles

show that gender mainstreaming is still not understood in the public service (reports available at www.dpsa.gov.za).

3.3.5 The development of the Gender Equality Strategic Framework for the Public Service that became operational on the 1st of April 2009. The strategy is based on four pillars, namely; creating an enabling environment, equality of opportunities, mainstreaming of gender equality, and a barrier free workplace. Departments are expected to submit plans and reports once a year to the DPSA. The plans and reports from departments show that the understanding of gender mainstreaming still remains a challenge. Implementation of this framework is part of the MPAT process since 2012.

3.3.6 The National School of Government developed a Gender Mainstreaming Course through the support of the Canadian International Development Agency in 2008 and 5682 officials were trained as at 30 May 2016. Out of this number, SMS only formed 10%. In 2011 the DPSA conducted a study to assess whether the recommendations from the 2006 PSC study have been implemented by departments. The findings on gender mainstreaming still showed a lot of challenges in departments, of importance was that the NSG's **Gender Mainstreaming training** was attended by a lot of officials as reported by departments, but there are few SMS members who attended the training.

3.3.7 Despite this training some of the GFP do not show improvement in their coordination of gender programmes. The report recommended that the NSG training should be compulsory for SMS and that probation be confirmed only after successful completion of this course.

3.3 Sub-themes:

SUB-THEMES	COMMENTS
Sub-theme One: The African Public Service We Want: Taking Gender Mainstreaming to the Next Level.	Mainstreaming is the process of assessing the implications for women and men of any planned action, including legislations, policies or programs, in all areas and at all levels. The need to reflect on "What Works" thus far with a view to build on a strong base of gender knowledge to gender competence with

SUB-THEMES	COMMENTS
	<p>proper planning. Fundamental questions and dialogue on:</p> <ul style="list-style-type: none"> ✓ Institutional changes to ensure the empowerment of both women and men through equal participation in decision making on issues that affect their lives. ✓ Analysis of all government policies and practices to examine the different impact they have on men and women; ✓ Training and capacity building to enhance gender management skills and raise awareness-including working to change attitudes and behaviours of individuals and organisations.
<p>Sub-theme Two:</p> <p>Repositioning the African Public Service: Towards sustainable youth development.</p>	<p>2011 Survey Report highlight serious challenges for Youth Development in the Public Service. The 2012/2013 Annual Employment Equity Report revealed a year on year trend of a decrease in the intake of youth in the Public Service since 2011.</p> <p>The 2014 report shows the declining trends of youth intake in the public service; 397 451, declined to 392 982 between 2011 and 2012, (a decline by 4469) and substantially by 14 315 to 378 667 in 2013.</p> <p>The above statistics counter the main objective and priority of making the Public service the employer of choice. Public servants will have a space for frank</p>

SUB-THEMES	COMMENTS
	<p>conversations with the Youth in the Public Service and Youth workers about the possible causal factors for this problem and how it could be addressed.</p> <p>How user-friendly is the public service to the youth, these include the practices, perception and image of the public service. Public Service/Private Sector: - Is the Public Service attractive enough to attract the youth of today?</p>
<p>Sub-theme Three:</p> <p>Women's Rights are Human Rights: Positioning the Public Service Towards Agenda 2063.</p>	<p>The timing and rationale for the sub-theme is premised on the fact that the African Heads of States and Governments declared 2016 as the year of Human Rights with a special focus on Women's Rights.</p> <p>The sub-theme further coincide with the 60th commemorations of the 1956 women's march for equality, human rights and development among others. The platform should opportunity for a frank conversation and dialogue in addressing the following key questions:</p> <ul style="list-style-type: none"> • What progress has been made within the Public Service to close the gap and deal with the challenges of inequality, under-development, poverty and injustices practices against women? • What are the mechanisms/instruments/tools relevant and/or appropriate in dealing with the issues

SUB-THEMES	COMMENTS
	<p>highlighted above including women empowerment in the public service?</p> <ul style="list-style-type: none"> • How effective and efficient are these tools in giving the women in the public service especially those in the frontline and rural areas the voice and opportunities to do their work? • Are women given an opportunity and exposure to participate in decision making that will showcase and impact on their capabilities, talents and careers among others?

4. COLLABORATION AND PARTNERSHIP

The DPSA will work in partnership with relevant and strategic partners which include among others:

- The hosting Premier's office.
- Other Provincial Departments (through OTPs).
- National Departments.
- National Youth Development Agency (NYDA).
- Chapter 9 institutions: PSC; Gender Commission and Human Rights, Women Rights Commission & Public Protector.
- Department of Social Development
- Department of Women.
- Department of International Relations and Cooperation
- GCIS.
- City of Tshwane.

5. GOVERNANCE STRUCTURE

The success of these strategic service delivery programmes depend on integrated effective and efficient partnerships and collaborations. The proposed governance structure is as follows:

- Sponsor: The MPSA and Deputy Minister.
- Public Service Portfolio (DPSA, NSG, GEMS & CPSI): secretariat-DPSA.
- Gauteng Provincial Administration.
- Municipal leadership of the identified location/venue of the APSD and outreach initiatives.
- GCIS and internal Communication Units (DPSA and Province); and
- Batho Pele Co-ordinators and/or driving units of the APSD.

6. CO-ORDINATING TASK TEAM

A co-ordinating task team comprising officials from the DPSA and Office of the Director-General: Gauteng Province, will work jointly to co-ordinate and facilitate all the activities for the APSD to ensure successful implementation. The team from the DPSA will be led by Ms Veronica Motalane: Chief Director: Service Delivery & Improvement Initiatives. The Provincial Administration is also expected to provide the name of the contact and/or lead person. The team will be responsible for the following among others:

- a) Development and agreement on the integrated, aligned work plan with roles and responsibilities with regular tracking, follow-up and reporting.
- b) Finalisation and agreement of the resource plan (Human and funding responsibilities).
- c) Awareness creation & promotion of the APSD in line with the communication plan; and
- d) Trouble-shooting to ensure successful celebration of the APSD across the public service.

7. COMMUNICATION

The communication plan and implementation will be developed through the support of the Internal Communication Unit and GCIS to create awareness and the relevant hype around the celebrations; before, during and post the event. The public service wide public servants and the communities at large will be part of the discussions and engagements of the national discourse as envisaged in the approach and format of the 2016 APSD. The print media and relevant promotional material with relevant key messages will be used to highlight the significance of the build-up activities and the APSD in the context of Mainstreaming Gender equality and Youth emancipation.

8. RESOURCE IMPLICATIONS

The resources for the APSD national event will be jointly shared between the DPSA and Gauteng Provincial Administration. Most of the budget will be covered by DPSA and whilst the Gauteng Provincial Administration may also cover financially and/or in kind. The MPSA through the DPSA will be responsible for the cost related to the event that include; logistics (venue, catering); travelling arrangements of speakers and/or panel and communication (artwork for branding and key messages).

It is also important to note that, national departments and provinces will cover their own costs for the provincial activities which include communication in the context of national strategy.

9. CONCLUSION

Agenda 2063's aspirations for women, youth and children seeks "An Africa whose development is people driven, relying on the potential offered by African people, especially its women and youth, and caring for children" and the Public Service has a big role to play in contributing to this aspiration. Gender mainstreaming is a critical component that requires the Public Service to ensure that its policies and programmes address gender based inequalities.

Taking into consideration that youth constitute the larger part of the population in the country, the outlook thus far based on different sources leaves a disconcerting state if youth is indeed to advance. While the challenges highlighted would require efforts of all sectors, the Public Service remains with a call to facilitate for more programmes that ensure youth development.