



## **Strengthening Public Sector Human Resource Management Capacities in Africa**

### **Capacity Building Workshop on “Promoting Professionalism in the Public Service: Strengthening the Role of Human Resource Managers in the Public Sector for the effective implementation of the African Charter on the Values and Principles of Public Service and the Administration”**

Addis Ababa, Ethiopia  
14-18 March 2011

## **Programme**

**Capacity Building Workshop on  
“Promoting Professionalism in the Public Service:  
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for the effective implementation of the African Charter on the Values and  
Principles of Public Service and the Administration”**

**Addis Ababa, Ethiopia - 14-18 March 2011**

## **PROGRAMME**

**Sunday 13 March 2011:** Arrival and Registration of Participants

**Day one: Monday 14 March 2011**

8.00 – 10.00 Registration continued

***Opening Ceremony:***

10.00- – 10.45

**Welcoming Remarks By Chair: Mr. Abdoulie Janneh**, Executive Secretary of the UN Economic Commission for Africa (UNECA);

**Introductory Comments:**

- **Mr. Eugene Owusu**, UN Resident Coordinator and Resident Representative of the United Nations Development Programme
- **H.E. Mrs. Julia Dolly Joiner**, Commissioner for Political Affairs, Africa Union Commission
- **Mr. Titus Ndambuki**, Vice-President of AAPAM
- **Opening Statement: H.E. Mr. Juneydi Sado**, Minister of Civil Service of the Federal Democratic Republic of Ethiopia

10.45 - 11:00 Key note address by **Hon. Dalmas Otieno Anyango**, Minister of State for Public Service of Kenya, Prime Ministers’ Office, and Chairperson of the 6<sup>th</sup> Pan African Conference of Ministers of Public Service

11:00 – 11:10 Vote of thanks by **Hon. Hawa A. Ghasia**, (MP) Minister of State in Charge of the Public Service Management, United Republic of Tanzania

11:10 - 11:45 Group Photo and Coffee Break

11:45 - 12.00 Presentation on the process of the workshop by **Dr. John-Mary Kauzya**

12.00. – 12:30 Ministerial panel on “Political Leadership in Promoting Professionalism in the Public Service and Implementing the African Charter on the Values and Principles of Public Service and the Administration”

**Session one in Plenary:**

Chairperson: **H.E. Mrs. Julia Dolly Joiner**, Commissioner for Political Affairs, Africa Union Commission

Panel: **Hon. Dalmas Otieno Anyango**, Minister of State, Prime Ministers’ Office Public Service, and Chairperson of the 6<sup>th</sup> Pan African Conference of Ministers of Public Service, Kenya  
**Hon. Sezi Mbaguta Prisca**, Matron of APS-HRMnet and Minister of State for Public Service of Uganda  
**Hon. Hawa A. Ghasia**, Matron of the APS-HRMnet and Minister of State, President’s Office, Public Service Management of Tanzania

12.30-13.00 Plenary Discussion on “Political Leadership in Promoting Professionalism in the Public Service and Implementing the African Charter on the Values and Principles of Public Service and the Administration”

13.00 - 14.30 Lunch Break

14.30 - 15.30 Promoting and Strengthening Professionalism in the Public Service: A General Conceptual Overview

**Session two in Plenary:**

Chairperson: **Hon. Hawa A. Ghasia**, Matron of the APS-HRMnet and Minister of State, President’s Office, Public Service Management of Tanzania

Panel: **Mr. John-Mary Kauzya**, Chief of Public Administration Capacity Branch, Division for Public Administration and Development Management, UNDESA  
**Mr. John Lavelle**, Former Senior HR Strategy Advisor, The World Bank & Senior Associate, The Centennial Group, United States of America  
**Prof. Gelase Mutahaba**, Department of Political Science and Public Administration of the University of Dar es Salaam (ACBFC)  
**Mr. Rupert Bladon**, Senior Public Sector Specialist, World Bank Ethiopia Country Office

15:30 - 16:00 Plenary Discussion on “Promoting and Strengthening Professionalism in the Public Service: A General Conceptual Overview”

16:00 - 16:30 Coffee / Tea Break

16:30 - 17:30 Panel Discussion on “Promoting and Strengthening Professionalism in the Public Service: The African Context and Perspective”

**Session three in Plenary:**

Chairperson: **Dr. Hailemichael Abera**, President of the Ethiopian Civil Service College, Addis Ababa, Ethiopia

Panel: **Mr. Adebabay Abay Gebrekidan**, Acting Director of Top Management & Human Resource Development Reform Program of the Ministry of Civil Service of Ethiopia  
**Mr. Atkilit Hagos Baraki**, Lecturer and Director, Centre for Public Policy Studies, Ethiopian Civil Service College, Ethiopia  
**Dr. Tesfaye Debela**, Lecturer at the Ethiopian Civil Service College, Ethiopia  
**Dr. Tunji Olaopa**, Permanent Secretary, Career Management Office, Office of the Head of Service, Abuja, Nigeria.  
**Dr. Simon Mamosi Lelo**, Director-General of CAFRAD

17:30 - 18:00 Plenary Discussion on “Promoting and Strengthening Professionalism in the Public Service: The African Context and Perspective”

Expected output of day one:

- A general introduction on the concepts, issues and the necessity related to promoting professionalism in the public service
- Some elements of how contextual aspects, in terms of socio-politico-economic life in Africa, impacts on professionalism
- Some proposals, in a general way, on how professionalism can be improved in Africa

19:00 Reception given by the Federal Democratic Republic of Ethiopia, venue to be announced

## **Day two: Tuesday 15 March 2011**

9:00 - 10:00 Challenges and Strategies for Effective Implementation of the African Charter on the Values and Principles of Public Service and the Administration

### **Session four in Plenary:**

Chairperson: **Hon. Dalmas Otieno Anyango**, Minister of State for Public Service of Kenya, Prime Ministers' Office, and Chairperson of the 6<sup>th</sup> Pan African Conference of Ministers of Public Service

Panel: **Mr. Alfred Tjirorua Tjihambuma**, Deputy Director: Efficiency and Charter Unit, Office of the Prime Minister of Namibia  
**Mr. Brian Kagoro**, African Governance and Public Administration Programme, UNDP Regional Centre, South Africa.  
**Mr. Abraham Roch OKOKO-ESSEAU**, Democracy and Governance Officer, DPA Public Service Focal Point

10:30 - 11:30 Plenary Discussion on "Challenges and Strategies for Effective Implementation of the African Charter on the Values and Principles of Public Service and the Administration"

11:30 - 12:30 The role of human resource managers in the promotion of professionalism in the public service and in implementing the African Charter on the Values and Principles of Public Service and the Administration

### **Session five in Plenary:**

Chairperson: **Hon. Sezi Mbaguta Prisca**, Matron of APS-HRMnet and Minister of State for Public Service of Uganda

Panel: **Mr. Mashwahle J. Diphofa**, Director-General, Public Service Commission of South Africa  
**Ms. Florence Wachira**, Director, Recruitment and Selection, Public Service Commission of Kenya  
**Mr. Maurice Limbaya Kasonga**, Chief of Human Resource Unit, Ministry of Public Service of the Democratic Republic of Congo  
**Ms. Adah Muwanga**, Director of Human Resource Management, Ministry of Public Service of Uganda & Executive Secretary of APS-HRMnet

12:30 - 14:00 Lunch Break

14:00 - 15:00 Plenary discussion

15:00 - 15:30 Coffee break

**15:30 - 16:30 Working Group sessions on:**

1. Promoting and Strengthening Professionalism in the Public Service
2. Challenges and Strategies for Effective Implementation of the African Charter on the Values and Principles of Public Service and the Administration
3. The Role of Human Resource Managers in the Promotion of Professionalism in the Public Service and in Implementing the African Charter on the Values and Principles of Public Service and the Administration at National Level

**16:30 - 17:30 Group reports and discussion of the reports in plenary**

Expected outputs of day two:

- More focused on Africa: Understanding of the African Charter on the Values and Principles of Public Service and the Administration, the process it has undergone in its adoption, the progress in its implementation.
- Challenges placed in implementing and how they can be addressed to speed up its implementation
- To what extent can the implementation of the Charter to improve professionalism and how can human resource managers take the lead in its implementation

### **Day three: Wednesday 16 March 2011**

9:00 - 10:00 Panel discussion on “Facilitating and Inhibiting Factors and Strategic Actions”

#### **Session six in Plenary:**

Chairperson: **Prof. Oladapo Afolabi**, Head of Public Service of the Federation, Federal Republic of Nigeria.

**Panel** **Mr. Djamien Yves**, Cameroon  
**Mr. Faisal Issa**, Director, Public Service Management, Office of the President's of Tanzania

10:00 - 10:30 Coffee Break

10:30 - 11:30 Discussion in plenary on “Facilitating and Inhibiting Factors and Strategic Actions”

11:30 - 12:30 Panel on Linkages, collaboration, partnership and networking to promote professionalism and the implementation of the African Charter on the Values and Principles of Public Service and the Administration

#### **Session seven in Plenary:**

Chairperson: **Mr. Mashwahle J. Diphofa**, Director-General, Public Service Commission of South Africa

Panelists: **Dr. Abdalla Hamdok**, Director of the Governance and Public Administration Division of the UN Economic Commission for Africa (UNECA)  
**Dr. John-Mary Kauzya**, Chief, Public Administration Capacity Branch, Division for Public Administration and Development Management, UNDESA  
**Mr. Ken Ohashi**, Country Director for Ethiopia, World Bank  
**Mr. Neil Reichenberg**, Executive Director of the International Public Management Association for Human Resources  
**Mr. Mashwahle J. Diphofa**, Director-General, Public Service Commission of South Africa  
**Prof. Gelase Mutahaba**, Department of Political Science and Public Administration of the University of Dar es Salaam (ACBFC)  
**Dr. Simon Mamosi Lelo**, Director-General of CAFRAD  
**Mr. Brian Kagoro**, African Governance and Public Administration Programme, UNDP Regional Centre, South Africa.  
**Dr. Mamadou Dia**, Head of Division, Democracy, Governance, Human Rights and Elections  
**Dr. Hailemichael Abera**, President of the Ethiopian Civil Service College and Representative of AMDIN

12:30 - 14:00 Lunch Break

- 14:00 - 16:00 Discussion on linkages, collaboration, partnership and networking to promote professionalism and the implementation of the African Charter on the Values and Principles of Public Service and the Administration
- 16:00 - 16:30 Coffee/Tea Break
- 16:30 - 17:30 Discussion on Linkages, collaboration, partnership and networking to promote professionalism and the implementation of the African Charter on the Values and Principles of Public Service and the Administration

Expected output of day three:

- Deep understanding of factors that facilitate professionalism and the factors that inhibit it in the public service in Africa
- Some proposals on how the facilitating factors can be harnessed and how the inhibiting factors can be minimized and/or addressed.

#### **Day Four: Thursday 17 March 2011**

Study visit organized by the Government of Ethiopia (Preparation of the report)

**7:00 pm Cultural Event offered by the Ethiopian Management Institute**



## **Day Five: Friday, 18 March 2011**

9:00 - 10:00 Panel Discussion on “Strengthening the Africa Public Sector Human Resource Managers’ Network” (APS-HRMnet)

### **Session eight in Plenary:**

Chairperson: **Mr. George Yambesi**, Permanent Secretary, Office of the President of Tanzania & President of APS-HRMnet

Panel: **Dr. John-Mary Kauzya**, Chief of Public Administration Capacity Branch, Division for Public Administration and Development Management, UNDESA  
**Mr. Neil Reichenberg**, Executive Director of the International Public Management Association for Human Resources  
**Prof. Said Adejumobi**, Chief, Public Administration Section & Coordinator, African Governance Report (AGR), Governance and Public Administration Division (GPAD), UNECA,  
**Mr. Agufana Votega Obed**, Senior HR Officer for the Africa Region, World Bank, United States of America  
**Mr. Brian Kagoro**, African Governance and Public Administration Programme, UNDP Regional Centre, South Africa.  
**Dr. Mamadou Dia**, Head of Division, Democracy, Governance, Human Rights and Elections  
**Dr. Hailemichael Abera**, President of the Ethiopian Civil Service College and Representative of AMDIN

10:00 - 10:30 Discussion in plenary on “Strengthening the Africa Public Sector Human Resource Managers’ Network” (APS-HRMnet)

10:30 - 11:00 Coffee/Tea Break

11:00 - 11:15 Presentation of the updated APS-HRMnet website and the on-line training on human resource management by **Ms. Almaz Atnafu Woldekidane** followed with questions and answers

11:15 - 12:30 Question and Answer session on the website and on the on-line training

12:30 - 14:00 Lunch Break

14:00 - 14:15 Presentation on the Way Forward by **Mr. George Yambesi**, President of APS-HRMnet

14:15 - 15:30 Discussion on the way forward

15:30 - 16:00 Coffee Break

16:00 – 17:00 Adoption of report

17:00 – 17:30 Closing Ceremony