



*Empowered lives.
Resilient nations.*



The IGAD Regional Initiative for Capacity Enhancement in South Sudan

No Country Can Function Without an Operational Civil Service

“This programme is an innovation and has been an astounding success. It goes beyond the conventional wisdom of skills transfer. The impact is apparent, you can feel it in the way our people are looking at the civil service. They are now seeing the whole view of what is expected of them. We see improvements in the outcomes of all the sectors where CSSOs are deployed. We are very grateful to the Kingdom of Norway for this support.”

– Hon. John Itorong, Advisor to the Minister of Labour, Public Service, and Human Resources

What is IGAD Regional Initiative?

The Intergovernmental Authority on Development (IGAD) Regional Enhancement Initiative is a triangularly organized South-to-South cooperation project for capacity development in South Sudan.

The IGAD Initiative is collaborating with the government of South Sudan in developing comprehensive policies as well as legal and institutional frameworks, to better manage and further develop various government sectors at the national and sub-national levels.

Who is involved?



ETHIOPIA, KENYA, and UGANDA second experienced civil servant support officers (CSSOs) to South Sudan for 2 years.



NORWAY is the sole donor, funding the costs of the programme management, travel, and per diem allowances.



UNDP provides technical support to implement this initiative.

Who are the beneficiaries?

Over 1,000 South Sudanese Civil Servants, known as TWINS, at the national and state levels. Citizens, men, women, and youth at all levels.



How does it work?

199 Civil Service Support Officers (CSSOs) from Kenya (79), Ethiopia (60) and Uganda (60) were deployed to 22 institutions in the Republic of South Sudan to mentor and coach South Sudanese civil servants (phase 1).



High demand for CSSOs from South Sudan Government Institutions



In 2014, UNDP received over 200 requests for CSSOs from national and county government institutions; 139 CSSOs were already allocated.

Dr. Dagim Leykum, a general surgeon from Ethiopia, arrived in Juba determined to help South Sudanese doctors improve their performance.

This initiative promotes a strong role for women

30% of the twins trained since 2011 are women. The presence of female CSSOs advances gender equality by reducing the gender gap, and it also encourages further participation and training of female ministers and civil servants.



In Yambio, Laura Poni Hatim now has skills to support survivors of Sexual and Gender-Based Violence (SGBV) thanks to Moses Kimani, CSSO from Kenya.

FACTS

82% of targeted institutions reported improved services



In Wau, Alexander Paulino has improved his technique in procedures like amputations thanks to Dr. Buwembo Kakande, a CSSO from Uganda.

Independent research by the Danish Institute of International Studies confirmed CSSOs had an impact on their twins' learning and skills through developing their analytical skills and the ability to identify problems.

Attracted study from reputable international researchers

The project has received attention as a best model for UN/IGAD/World Bank member states to replicate in the region for building core government capacity of other post-conflict countries.



In Juba, Teresla Chepkosgel Kendulywo from Kenya helped her twins set up a veterinary diagnostic laboratory.

ACHIEVEMENTS



Twins present to their peers their evaluation of the year during the IGAD Regional Initiative Annual Review Workshop.

7 bills and **2** regulations on conduct of government business were drafted;

9 bills, **4** Provisional Orders, and **1** Regulation on Conduct of Business were reviewed;

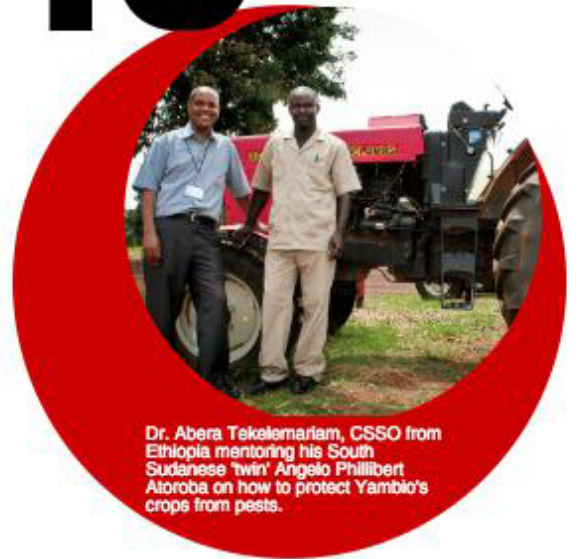
3 bills and **1** Regulation on Conduct of Business were scrutinized and enacted by the National Legislative Assembly, with UNDP providing technical support;

1 policy was harmonized, **5** drafted and reviewed, **8** prepared for various ministries;

2 curricula, **4** terms of reference, **5** guidelines, and **10** manuals were developed;

9 strategic plans developed and **3** reviewed.

8 cooperative societies were created.



Dr. Abera Tekalemariam, CSSO from Ethiopia mentoring his South Sudanese 'twin' Angelo Phillibert Atoroba on how to protect Yambio's crops from pests.

WAY FORWARD

Continue strengthening the capacity of South Sudanese civil servants through coaching and mentoring to improve service delivery in the Republic of South Sudan.