



**African Training and Research Centre in  
Administration for development**



**United Nations  
Department of Economic and Social Affairs**

## ***Windhoek Declaration***

### ***Third Pan-African Conference of the Ministers of Civil Service***

**Windhoek  
Namibia  
5 February 2001**

We, African Public Service Ministers, meeting at the invitation of The Republic of Namibia for the Third Pan African Conference of Public Service Ministers held at Windhoek (Namibia), on 5-6 February 2001, jointly organized by The African Training and Research Centre in Administration for Development (CAFRAD), and The United Nations Department of Economics and Social Affairs (UNDESA) agree on the following:

Recalling Resolution 50/225 of the United Nations General Assembly on “Public Administration and Development” adopted at its 50<sup>th</sup> Resumed Session.

Reaffirming the need to strengthen national public administrations in order to promote social and economic development and to meet the challenges of globalization through access to modern information technology.

Recalling the recommendation of the Rabat Declaration on the elaboration of a Charter for the Public Service in Africa, which affirms the professional values of the public service in Africa, redefines its objectives and missions and specifies the fundamental conditions required for strengthening its role, competence, ethical values and image, including a code of conduct for African public service employees;

Having considered and amended the draft of the Charter elaborated by the Working Group established by the 2<sup>nd</sup> Pan-African Conference supported by CAFRAD and UNDESA.

1. Adopt unanimously the Charter for the Public Service in Africa which:
  - Defines a framework to guide the public services in Africa in taking such legislative, regulatory, technical and practical measures as may be required to create propitious conditions for the proper functioning of the public service and improve the quality of its services;
  - States and defines the principles and rules of conduct for public service and State employees, who shall foster a neutral and stable environment conducive to the strengthening of ethical values and the image of the public service, as well as the professionalism of its employees;
  - Expresses the will of African States and underscores their political and moral commitment to improve the services provided to citizens and ensure the efficient use of the resources allocated for such services;
2. Request the Chairman of the Conference to submit the text of the Charter to the 56<sup>th</sup> session of the General Assembly, which will review the implementation of resolution 50/225.
3. Commit to establish and/or strengthen at the national level mechanisms for the implementation and dissemination of the Charter by involving the highest levels

- of Government and ensuring the wide participation of all stakeholders in order to ensure respect for the principles, values and rules defined in the Charter.
4. Request CAFRAD, in cooperation with African regional and sub-regional institutions and groupings to develop strategies, plans, tools and monitoring mechanisms to assist the African Countries in the implementation of the Charter.
  5. Request UNDESA in cooperation with ECA to assist the national and regional efforts by providing advisory services and appropriate tools such as training modules and materials, audio-visual instruments and methodologies and make available, and if necessary expand, the United Nations Public Administration Network (UNPAN) its facilities and connectivity for the implementation of the Charter.
  6. Reaffirm the crucial role played by the national public administration schools and institutes and the need to develop and strengthen their ability to prepare the public servants of the future to deal with the challenges of globalization.
  7. Request the sub-regional, regional and international institutions in public administration to pool and co-ordinate their efforts in order to support the national institutes.
  8. Request UNDESA in co-operation with CAFRAD and other organizations to support the emergency training needs in public administration through the utilization of ICT and distance learning technologies.
  9. Request UNDESA to exercise its good offices to seek appropriate resources from international institutions and bilateral donors to support the efforts for the implementation of the Charter for the Public Service in Africa and for new capacity building needs of African countries in the face of globalization.
  10. Express profound gratitude to the Government and people of Namibia for their warm reception and their effort to host and facilitated this historic Conference.