

Capable and Developmental State: Draft Social Compact

HRDC SUMMIT

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Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

**“Growing South Africa together for a
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Background

- ❑ Building a capable and developmental state is one of the five outcomes of South Africa's Human Resource Development Strategy towards 2030.
- ❑ Key to this outcome is the **identification of requisite interventions aimed at building a professional public service and a State** that is able to play a transformative and developmental role towards the realisation of the country's vision 2030 as encapsulated in the National Development Plan (NDP).
- ❑ The development of this social compact, is a **consultative process** with organised labour, business and community constituencies, setting out commitments to contribute towards achieving a capable and developmental state.



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Background

- ❑ The aim of the Social Compact is not to duplicate efforts, but rather to **encourage the involvement of all social partners in identifying priority areas and defining the implementable actions and collaborating on initiatives** to ensure that the skills required to enable the delivery of services are realised.
- ❑ This **draft input being presented** is expected to **lay a foundation** for areas where the various constituencies can **collaborate and commit** to in respect of skills development agenda required to build a capable and developmental state.



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Why the Social Compact?

- ❑ In line with the theme of the Summit, the Public Service needs to **dedicate its focus** on initiatives for development of skills required to:
 - contribute towards making South Africa **competitive**
 - respond to the **new reality of post COVID -19**.
- ❑ Skills required are:
 - those that will enable participation in the **new world of work**,
 - those that will support the **economic recovery efforts** the country has embarked upon and make the economy dynamic in tackling the challenges of inequality, unemployment and poverty.



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Why the Social Compact

- It is based on an appreciation that **mutual understanding, respect and cooperation between social partners is crucial** to developing the country's human resources towards a better South Africa.
- The HRDC Summit provides an **ideal platform** to drive high levels of engagement and cooperation needed between the social partners to enable a **deeper understanding** of the skills, competencies and experience that is needed, in the short to medium term, to **stimulate employment and growth** and to **co-design a demand led** support framework in the 21st century.



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What needs to change?

- ❑ South Africa is regarded as one of the **most unequal societies** in the world.
- ❑ This, therefore, is regarded as a **national crisis** that deepens poverty and inequality.
- ❑ There is a need to **ensure that public services are adequately delivered** using the relevant skills and competencies in order to respond to this double challenge.
- ❑ By implication, the Public Service **needs skills and competencies to execute the mandate of government** in order to achieve a better life for all through the delivery of expected services.
- ❑ Such delivery of services will assist in stimulating various sectors of the economy. It is, therefore, imperative that a capable and developmental State is built, with a **grounding on the relationship with social partners** to facilitate the achievement of objectives.



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Why is change needed?

- ❑ Building of a Capable and Developmental **State** requires that the nation **as a whole has a social compact**.
- ❑ It is of vital significance to have the **involvement of social partners** in the design, planning, implementation, monitoring and evaluation, and governance of skills policies and systems in order to achieve their desired usefulness, relevance and value.
- ❑ In achieving a capable and developmental state, there needs to be a dedicated **focus on ensuring that there is a professional cadre of public service** that can deliver on the mandate of government to achieve the needs of the citizens



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The impact of the change

- ❑ The anticipated change is that the public service as an employer, with the support of social partners will **assist in the achievement of objectives through the utilisation of relevant skills** that are required in the 21st century to meet the imperatives of a capable and developmental state.
- ❑ This relationship is expected to **commit to the delivery of anticipated services**, while at the same time the **employer commits to provide an enabling environment** for such.
- ❑ This enabling environment **involves the acquisition of skills through development initiatives** as proposed in various policies and strategies.



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Proposed areas of commitment

□ Organised labour:

- Through their representation in the respective Skills and Development Training Committees, to **advocate for government to provide relevant skills and development programmes to public servants** to ensure a capable and developmental state.
- In addition, organised labour to **communicate to their member's available skills development and development opportunities** provided by government departments, and
- To **encourage members to take up these opportunities** to improve their proficiency.



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Proposed areas of commitment

□ Business:

- To **actively use public-private partnerships** with government as platforms for contributing to the development of skills in the public service.
- Business could also **consider providing bursaries** and scholarships to train public servants in the priority areas such as Financial management; Governance and accountability; Infrastructure or facilities and equipment; Operational (business process and practice); and Information and communication technology (ICT).
- **Support Government's skills development initiatives** in any other form where it sees fit.



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Proposed areas of commitment

□ **Civil society:**

- continue to **monitor service delivery** in the communities,
- **report areas of concerns and engage government** on how to resolve challenges experienced by communities in this regard.



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Conclusion

- ❑ **Government cannot do it alone**, all hands need to be on deck to realise the intended capable and developmental state.
- ❑ This draft social compact should be considered as a **living document**, maintaining significance as relationships progress and evolve, and able to adapt to the changing environment.
- ❑ The process of **engagement** will take place among the identified social partners **during and post the HRDC Summit** where agreements will be reached across the sectors.



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