REPUBLIC OF THE
SUDAN

Public Administration
Country Profile

Division for Public Administration and Development Management (DPADM)
Department of Economic and Social Affairs (DESA)
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SUDAN

Click here for detailed map

Source: The World Factbook - Sudan

Government type

Authoritarian regime

Independence

1 January 1956 (from Egypt and UK)

Constitution

12 April 1973, suspended following coup of 6 April 1985; interim constitution of 10 October 1985 suspended following coup of 30 June 1989; new constitution implemented on 30 June 1998 (click here) partially suspended 12 December 1999 by President Bashir

Legal system

Based on English common law and Islamic law; as of 20 January 1991, the now defunct Revolutionary Command Council imposed Islamic law in the northern states; accepts compulsory International Court of Justice jurisdiction, with reservations

Administrative divisions

26 states (wilayah)

Source: The World Factbook - Sudan

The 1972 Addis Ababa agreement led to a cessation of the north-south civil war (1955-1972) and a degree of self-rule.

In September 1983, President Nimeiri announced the incorporation of traditional Islamic punishments drawn from Shari'a (Islamic law) into the penal code. The events following, together with longstanding grievances, led to a resumption of the civil war.

On April 6, 1985 senior military officers led by Gen. Suwar al-Dahab mounted a coup. Elections were held in April 1986, and the transitional military council turned over power to a civilian government. On June 30, 1989, however, military officers under then-Col. Omar Hassan al-Bashir replaced the government with the Revolutionary Command Council for National Salvation (RCC).

In July 2002, the Government of Sudan and the Sudan People's Liberation Movement/Army reached a historic agreement (Machakos Protocol) on the role of state and religion and the right of southern Sudan to self-determination.

Source: U.S. Department of State (Background Notes) - Sudan[a]

[a] See also: UN in the Sudan, IND- Sudan Country Report

1. General Information

1.1 People	Sudan	Chad	Ethiopia	2
Population				a
Total estimated population (,000), 2003	33,610	8,598	70,678	
Female estimated population (,000), 2003	16,701	4,344	35,584	
Male estimated population (,000), 2003	16,909	4,254	35,094	
Sex ratio (males per 100 females), 2003	101	98	99	
Average annual rate of change of pop. (%), 2000-2005	2.17	2.96	2.46	
Youth and Elderly Population				b
Total population under age 15 (%), 2003	39	47	46	
Female population aged 60+ (%), 2003	6	5	5	
Male population aged 60+ (%), 2003	5	4	4	
Human Settlements				c
Urban population (%), 2001	37	24	16	
Rural population (%), 2001	63	76	84	
Urban average annual rate of change in pop. (%), '00-'05	4.7	4.65	4.63	
Rural average annual rate of change in pop/ (%), '00-'05	0.81	2.55	1.97	
Education				d
Total school life expectancy, 2000/2001	..	5.2[i]	5.2	1
Female school life expectancy, 2000/2001	..	3.6[i]	4.1	1
Male school life expectancy, 2000/2001	..	6.8[i]	6.2	1
Female estimated adult (15+) illiteracy rate (%), 2000	53.8[ii]	66	69	2
Male estimated adult (15+) illiteracy rate (%), 2000	30.8[ii]	48.4	52.9	2
Employment				e
Unemployment rate (15+) (%), 2000	..	..	..	1
Female adult (+15) economic activity rate (%), 1999	29[iii]	64[ii]	72	2
Male adult (+15) economic activity rate (%), 1999	75[iii]	81[ii]	90	2

Notes: [i] 1999/2000; [ii] 1993; [iii] 1996

1.2 Economy	Sudan	Chad	Ethiopia	3
GDP				a
GDP total (millions US$), 2002	13,490	1,935	5,989	
GDP per capita (US$), 2002	417	238	89	
PPP GDP total (millions int. US$), 2002	63,653	8,209[i]	48,754	
PPP GDP per capita(int. US$), 2002	1,967	1,008[i]	724	
Sectors				b
Value added in agriculture (% of GDP), 2003	41.2[ii]	60.9	46.1	
Value added in industry (% of GDP), 2003	18.5[ii]	8.6	9.7	
Value added in services (% of GDP), 2003	40.4[ii]	30.4	44.2	
Miscellaneous				c
GDP implicit price deflator (annual % growth), 2004	10.6	15.5	9.5	
Private consumption (% of GDP), 2004	71.0	52.6	82.7	
Government consumption (% of GDP), 2004	12.2	5.0	17.1	

Notes: [i] Estimate is based on regression; other PPP figures are extrapolated from the latest International Comparison Programme benchmark estimates; [ii] 2000

[2] United Nations Statistics Division:
[a] Statistics Division and Population Division of the UN Secretariat; [b] Statistics Division and Population Division of the UN Secretariat; [c] Population Division of the UN Secretariat; [d1] UNESCO ; [d2] UNESCO; [e1] ILO; [e2] ILO/OECD
[3] World Bank - Data and Statistics:
[a] Quick Reference Tables; [b] Data Profile Tables ; [c] Country at a Glance

1.3 Public Spending	Sudan	Chad	Ethiopia	
Public expenditures				[d]
Education (% of GNP), 1985-1987	..	..	3.1	[a]
Education (% of GNP), 1995-1997	1.4	2.2	4	[a]
Health (% of GDP), 1990	0.7	..	0.9	
Health (% of GDP), 1998	..	2.3	1.2[ii]	
Military (% of GDP), 1990	3.6	..	8.5	[b]
Military (% of GDP), 2000	3	1[i]	9.4[ii]	[b]
Total debt service (% of GDP), 1990	0.4	0.7	3.4	
Total debt service (% of GDP), 2000	0.5	1.9	2.2	

Notes: [i] 1998; [ii] 1999

1.4 Public Sector Employment and Wages						
Data from the latest year available		Sudan 1991-1995	Sudan 1996-2000	Sub-Saharan Africa average[e] 1996-2000	Non-Franco-phone Africa average[4] 1996-2000	Low income group average[4] 1996-2000
Employment						
Civilian Central Government[f]	(,000)	..	..			
	(% pop.)	..	..	0.30	0.38	0.46
Sub-national Government[5]	(,000)	..	..			
	(% pop.)	..	..	0.30	0.38	0.46
Education employees	(,000)	..	..			
	(% pop.)	..	..	0.62	0.78	0.91
Health employees	(,000)	..	..			
	(% pop.)	..	..	0.29	0.20	0.62
Police	(,000)	..	..			
	(% pop.)	..	..	0.07	..	0.30
Armed forces	(,000)	119.0	92.4			
	(% pop.)	0.45	0.32	0.26	0.31	0.33
SOE Employees	(,000)	..	..			
	(% pop.)	..	..	..	..	13.1
Total Public Employment	(,000)	..	..			
	(% pop.)	..	..	..	..	..
Wages						
Total Central gov't wage bill	(% of GDP)	..	..	6.1	6.9	5.4
Total Central gov't wage bill	(% of exp)	..	..	28.9	26.4	24.7
Average gov't wage	(,000 LCU)	..	..			
Real ave. gov't wage ('97 price)	(,000 LCU)	..	..			
Average gov't wage to per capita GDP ratio		..	..	4.8	2.8	4.4

Source: World Bank - Public Sector Employment and Wages

[d] UNDP - Human Development Report 2002
[a] Data refer to total public expenditure on education, including current and capital expenditures.
[b] As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).
[e] Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.
[f] Excluding education, health and police – if available (view Country Sources for further explanations).

2. Legal Structure

The Constitution of the Sudan was approved by a referendum in 1998. It states that Sudan is a federal republic. It lists federal, state, and concurrent powers and establishes a Federal Government Chamber, supervised by the president, to coordinate the relations between the two levels of government.

The Public Service and Employees Justice Chamber, the General Elections Board, the General Auditing Chamber, the Public Grievances and Corrections Board are other constitutionally established federal institutions in the Sudan.

The constitution was partially suspended in December 1999 when President Bashir dissolved the National Assembly before it could vote on constitutional amendments limiting presidential powers. Constitutional powers were restored to the Assembly subsequent to new legislative elections in December 2000. The constitution was further amended in favor of the presidency in May 2002.

The Machakos Protocol signed by the government and the Sudanese People's Liberation Army-Movement (SPLA/M) on July 20, 2002 envisages a new constitution written to conform to a broad set of agreed principles within the first six months of the adoption of a peace agreement.

Source: UNDP (Programme on Governance in the Arab Region - POGAR) - Sudan: Constitution

There are two public service systems in southern Sudan, one operated by the government in the areas it controls, and the other by the SPLM (click here).

2.1 Legislative Branch

Unicameral National Assembly (360 seats; 270 popularly elected, 90 elected by supra assembly of interest groups known as National Congress; members serve four-year terms).[g]

women in parliament: 35 out of 360 seats: (10%)..[h]

In 1996, a 300-member Transitional Assembly was replaced by an elected unicameral National Assembly (Majlis al-Watani). It was suspended by presidential decree in December 1999, and new elections were held over a ten-day period starting on December 13, 2000.

Fact box:
elections: last held 13-22 December 2000 (next to be held December 2004)
election results: NCP 355, others 5

The legislative branch of the Sudanese government is composed of a unicameral body, the National Assembly (Al Majlis al-Watani). The National Assembly is composed of 360 members with a four-year term of office.

According to the 1998 constitution, 25 percent of the parliament's seats are assigned to women, university graduates, representatives of trade unions, and to professional and scientific classes. The 90 members are elected by a national conference of interest groups called the National Congress. 35 represent women, 26 represent university graduates, and 29 represent the trade unions. 270 members (75 percent) are directly elected from single-member districts by popular vote

The Constitution describes the functions of the National Assembly as monitoring executive performance, initiating draft constitutional amendments, passing bills and

[g] Source of fact boxes if nothing else stated: The World Factbook - Sudan
[h] Inter-Parliamentary Union - Women in National Parliaments

provisional decrees, questioning ministers and taking votes of confidence in them, ratifying international treaties, and passing the general budget. Members of the National Assembly are immune from prosecution for any actions or statements made in the National Assembly.

The National Assembly elects a speaker from amongst its members in the first session. Also elected are a deputy speaker and the chairpersons of deliberations and committees. The Assembly also forms, from among its members and in accordance with its rules and regulations, permanent or ad hoc committees for the performance of its functions. The speaker presides over the sessions ensuring order and supervises the Assembly's administrative affairs.

The president of the republic, the cabinet, any minister, any committee of the National Assembly or any member of the National Assembly may initiate a proposal for legislation in the National Assembly. If a member of the National Assembly makes the proposal, it is not brought before the full Assembly until it has been referred to the relevant committee to determine whether it concerns an important public interest.

After the first presentation of a draft, the speaker sends the bill to the appropriate committee. The same bill is introduced to the floor four times before a final vote is taken on it. The speaker may also submit the draft to a competent body or an interested organization outside the parliament for feedback. To go into effect, bills need to be signed by the president or, if he doesn't do anything within 30 days, they go into effect (pocket veto). The president may return the bill to the parliament with comments. The parliament is to give due regard to those comments, but may still approve the bill by a two-thirds majority and it becomes law. The National Assembly may also pass resolutions. Where unanimity is not possible, a majority of those present passes them.

The Ministry of National Assembly Affairs is in charge of overseeing legislative activities and establishing the liaison between the executive and legislative branches.

Source: UNDP (Programme on Governance in the Arab Region - POGAR) - Sudan: Legislature & Elections (edited)

2.2 Executive Branch

cabinet: Council of Ministers appointed by the president
elections: president elected by popular vote for a five-year term; election last held 13-23 December 2000

The head of the executive branch of Sudan is an elected president. The president serves a five-year term and can be re-elected only once. Candidates for the presidency must be Sudanese nationals over the age of 40. In the presidential elections, all voters have the right to nominate a candidate. The candidate receiving a majority of the votes is declared the winner. In the event that no single candidate receives over 50 percent of the vote, a run-off election between the candidates with the two highest vote shares takes place.

Source: UNDP (Programme on Governance in the Arab Region - POGAR) – Sudan: Elections

The president makes appointments to federal posts, including the Council of Ministers, presides over the cabinet, declares war, initiates draft constitutional amendments and legislation and signs them, grants pardons, and declares a state of emergency.

Fact box:
chief of state and head of government: President Lt. Gen. Umar Hassan Ahmad al-BASHIR (since 16 October 1993); First Vice President Ali Uthman Muhammad TAHA (since 17 February 1998), Second Vice President Moses MACHAR (since 12 February 2001)
election results: BASHIR 86.5%, J NUMAYRI 9.6%

Executive power is also vested in the Council of Ministers, which, although appointed by the president, is responsible to the National Assembly, the legislative branch of government. Important sources of legislation are listed as the Islamic law (shari'a), results of referenda, the constitution, and social customs. Legislation may also be guided by public opinion, by the opinion of thinkers, and by public officials.

Source: UNDP (Programme on Governance in the Arab Region - POGAR) - Sudan: Constitution

2.3 Judiciary Branch

Supreme Court; Special Revolutionary Courts.

The legal system of Sudan is based chiefly on Islamic legal principles, with some influences from Common Law traditions. In addition legal precedents, custom provides guidance in judicial decision-making. The Sources of Judicial Decisions Act of 1983 specifies that all matters not explicitly governed by legal codifications be subject to Shari'a principles. The primary codifications of law include the Penal Code of 1991, the Civil Procedure Act of 1983, the Criminal Procedure Act of 1983, and the Civil Transactions Act of 1984. The Constitution of 1998 provides for an independent judiciary that is responsible to the President of the Republic.

The President appoints and removes all judges, including those of the Supreme Court. The provisions for the structure and functioning of the judiciary are the same as those in place prior to the Constitution of 1998 and come primarily from the Civil Procedure Act of 1983. The High Council of the Judiciary serves as the administrative authority of the judiciary.

The judicial system is a multi-layered structure of courts with two separate hierarchies, respectively for civil and for criminal matters. There are four levels of courts for civil matters and five levels for criminal matters. The Town Benches are the lowest courts. The decisions rendered in these courts may be appealed to the District Courts, which also have original jurisdiction in some cases. Decisions rendered by the District Courts may be appealed to the Province Courts, which are broadly empowered to hear cases concerning companies, trademarks, business names, bankruptcy, and personal status cases for non-Muslims. Finally, the Courts of Appeal are located in each provincial capital.

At the apex of the structure sits the Supreme Court or Court of Cassation, which serves as the final court of appeal.

The Constitutional Court, established by the Constitutional Court Act of 1998, is separate from the judicial structure. All of the members of the Court are appointed by the President upon approval by the National Assembly. The Court is empowered to judge the constitutionality of laws presented by the President or the National Assembly, hear cases of individual persons related to the constitutionally guaranteed rights, and adjudicate in the case of jurisdictional conflicts between lower courts.

Source: UNDP (Programme on Governance in the Arab Region - POGAR) - Sudan: Judiciary

2.4 Local Government

Historically, post-colonial government in the Sudan has been highly centralized. The 1951 system of Local Government was superseded by The Peoples' Local Government Act of 1971. However, following the 1972 Addis Ababa Accord, which brought the North-South armed conflict to an end, the Regional Self-government Act

for the Southern Region was promulgated. It created parallel structures for ministries, legislative bodies and civil service bureaucracies.

In 1980, the Regional Government Act related to the northern parts of the Sudan was ushered in. The structure of the local government was subsequently stipulated in the Local Government Act, 1981. As a result, two dissimilar systems were created: Regional self-government for the South and Regional Government for the North.

The 1991 Fourth Constitutional Decree accords federal status to the constituent parts of the Sudanese State. The country was divided into nine states in 1991 with more than sixty provinces to replace Districts and Area Councils. In February 1994 the Sudan was further re-divided into 26 states[i].

Source: UNDP (Sudan) - About Sudan (edited)

Each of the 26 states has its own governor, legislature, and executive administration. The states are not guaranteed political power under the constitution and the federal government can dissolve a state at will. States are not represented in the federal government's Federal Council.

Source: UNDP (Programme on Governance in the Arab Region - POGAR) - Sudan: Decentralization

The governors of each state are appointed by the president for four years. In each state a nomination college of the members of the National Assembly from that state, together with other locally elected officials, presents the president with a list of six names, from which the president selects his appointee for the governorship. Prior to 2002, the governors were popularly elected from a list of candidates approved by the president.

Source: UNDP (Programme on Governance in the Arab Region - POGAR) - Sudan: Constitution

Sudan's economic hardship has encouraged the government to de-concentrate administration to the state and local levels. All state expenditures for infrastructure and social services were decentralized to state governments. Most states have lacked the necessary resources or revenues to provide effective services. The states have the right to levy taxes on their population, but given the poverty of most states, the majority of state revenues come from intergovernmental transfers from the federal budget. In 2002, 15 percent of the federal budget was allocated to this purpose, excluding the value-added tax, whose revenues are shared directly between the federal government and the states in which they originated. Poorer states were allocated a higher percentage of the federal funds budgeted for the states, but they received only small amounts from the value-added tax.

The framework agreement signed on July 20, 2002 in Machakos, Kenya forms the basis for current negotiations between the government in the North and the Sudan People's Liberation Army (SPLA) in the South. The Machakos Protocol provides for a six and a half year interim period, after which a referendum on unity is to be held in both the north and the south. The protocol also specifies that wealth-sharing and power-sharing agreements be reached between the parties prior to its taking effect. In addition, Shari'a law may be applied only in the North.

The Government of Sudan and the SPLA did agree on terms for sharing the country's wealth in January 2004, and negotiations on power-sharing were concluded in May 2004. The stability of the agreement is nonetheless undermined somewhat by the one-year-old rebellion in western Darfur, as rebels there demand similar arrangements to be made on their behalf.

Source: UNDP (Programme on Governance in the Arab Region - POGAR) - Sudan: Decentralization

[i] 10 of these states are in the south

2.5 Southern Sudan

The governance structures in the SPLM controlled areas in Southern Sudan features a five-tier structure, comprising in ascending order the following categories:

(i) boma (village), (ii) payam (large village or cluster of villages), (iii) county, (iv) region (equivalent to states) and (v) national (the apex structure of the southern political entity).

In the SPLM's scheme of governance, at the lowest level of the boma, a boma congress would be elected under universal adult suffrage. This in turn would appoint a boma legislative body (boma liberation council), which in turn would select a boma executive. Representatives of the boma congresses, organized in 10 stakeholder categories[j] rather than political parties

The structure has been only partially implemented, most fully in the regions that have been the longest under the control of the SPLM.

In a recent development the SPLM High Command created a Leadership Council with 14 commissioners over the National Liberation Council (NLC) and the National Executive Council (NEC), amalgamating the executive and legislative arms of the structure and acting, effectively as a political oversight body.

The governance structure also entails an independent judiciary, comprising at the lowest level chief's courts, and ascending through regional chief's courts, payam courts, country courts, and high courts in each region, to an apex of courts of appeal.

Source: World Bank (Sudan) - Country Economic Memorandum (June 30, 2003)

[j] Women, youth, farmers, workers, disabled persons, teachers, businesses, chiefs and veterans, professionals, SPLM chapters abroad.

3. The State and Civil Society

3.1 Ombudsperson

Source: Institution - Title

3.2 NGOs

Source: Institution - Title

3.3 Civil Society

The Political Parties and Organizations Law of 2000, the Press Law of 1999, the Labor Act of 1977, and the Khartoum Public Order Act of 1998 regulate Sudanese civil society.

Recently, political associations in Sudan were given the green light under a new law drafted in 1998 and put into effect in 1999. The Political Association Act of 1998 (Al Tawali) prohibits the formation of political organizations based on violence and coercion and bans membership of more than one political organization. Al-Tawali was abrogated in February 2000 and replaced by the Political Parties and Organizations Law, which allowed the legalization of political parties per se. Applications for registration are published for comment from the public. The official Registrar, appointed by the president of the republic with the approval of the National Assembly, submits the results to the applicants for their response within two weeks. The Registrar's decision is then final. The Registrar may also dissolve an organization. A dissolved organization or applicants whose request has been denied may take their case before the Constitutional Court within two weeks.

The Sudan Chamber of Commerce, the Sudan Workers Trade Unions Federation (SWTUF), and the Sudanese Federation of Employees and Professionals Trade Unions are important umbrella organizations.

Sudanese radio and television channels are operated by the government. The state maintains a cable network of six channels including CNN, MBC, Dubai TV and Kuwait TV. The Sudan National Broadcasting Corporation (SNBC) is Sudan's official TV broadcaster. The Sudan National Radio Corporation provides national and regional radio programs.

The peace initiative by the regional Inter-Governmental Authority on Development (IGAD) has made considerable progress negotiating an end to the civil war that began in 1983 with the passage of a bill instituting Shari'a law throughout the country. Optimism over the possible resolution of the north-south conflict has been marred somewhat by new fighting in the west of Sudan, where a revolt began in the Darfur region in February 2003.

Source: UNDP (Programme on Governance in the Arab Region - POGAR) - Sudan: Civil Society

Click here for Sudan Country Report (April 2004) by the Immigration and Nationality Directorate of the UK.

4. Civil Service

4.1 Legal basis

Public Service Act of 1991

Printed Separately (French Translation), 18pp.

The act consists of 56 articles and provides for different aspects of the public service: the organization of the public service, recruitment (selection) bodies and procedures, probation and conditions of work, promotion and wage adjustment, responsibilities of public servants, disciplinary measures, competitive selection, demotion, in-service training and courses, secondment and transfers, leaves, termination of service, etc.

Regulations of 1995 on The Public Service[k]

Unofficial Translation, 1999-10-08, 78p.

Makes provision for: organization of public administration (Chapter II); wages, salaries and conditions of employment (Chapter III); appointments (Chapter IV); examination periods (Chapter V); calculation of previous experience (Chapter VI); duties of employees (Chapter VII); days and hours of work (Chapter VIII); obligation of employees (Chapter IX); evaluations of job performance (Chapter X); employees seniority (Chapter XI); promotions (Chapter XII); transfers (Chapter XIII); detachment (Chapter XIV); holidays (Chapter XV); allowances, bonuses and incentives (Chapter XVI); travel privileges (Chapter XVII); termination of employment (Chapter XVIII); and service files and registers (Chapter XIV).

Source: International Labour Organization (NATLEX) - Sudan: Public and Civil Servants (edited)

Click here for the 1995 Public Service Regulations[l].

In the areas under the control of the Sudan People's Liberation Army, the Sudan People's Liberation Movement (SPLM) has not issued any formal contracts of employment.

Source: World Bank (Sudan) - Country Economic Memorandum (June 30, 2003)

4.2 Recruitment

According to the Public Service Regulations selection is based on competence, scientific qualifications, and experience in accordance with the conditions required for the post. Except for high leading posts, the posts of entry to service and those posts which can be filled by promotion, vacant posts shall be announced.

Appointments and re-appointments to posts of grades of 15 and lower grades[m] shall be approved by a decision of the head of the federal or provincial unit.

Except for persons appointed by a decision of the President of the Republic or the Council of Ministers, an employee who is appointed shall be appointed for an initial probationary period of at least two years of continuous service without absence.

Source: Public Service Regulations, 1995

[k] Implementing text

[l] The Public Service Commission was abolished by President Nimeiri in 1969, on the grounds that a politically neutral civil service was an anachronism.

[m] There are 17 grades. G1 is the highest, G9 the graduate entry point, and G15-17 laborers.

4.3 Promotion

The promotion shall be made upon ordinary competition. It may be determined upon passing a competitive examination for a third of the vacant posts listed for promotion to grade four, and lower grades.

The competent authority shall determine the jobs which may be filled through competitive examination for grades four to six, while the head of the unit shall determine the jobs of grade seven and lower grades.

No employee may compete in an ordinary promotion or upon examination unless the following conditions are met:

- An employee should have spent the minimum number of years in the grade specified in section 70.[n]
- An employee should have completed a training session required by each unit in collaboration with the authorities competent in training.
- An employee should have passed any examination or test required of him/her.
- An employee's performance report of the previous year should be rated as satisfactory or has a higher note.

The evaluation and selection of competing candidates for ordinary promotion shall be based on merit, and in accordance with the following elements of evaluation: 1) 70% for on-the-job performance, 2) 20% for scientific qualifications, and 3) 10% for seniority

Source: Public Service Regulations, 1995

4.4 Remuneration

The present pay structure is based on 17 grades. G1 is the highest, G9 the graduate entry point, and G15-17 laborers. There are three super-scale grades for Directors General and heads of public enterprises. The scales apply to all three tiers of government and to state-owned companies. With a few exceptions, senior civil servants do not enjoy the range of benefits in kind that accrue elsewhere, and all grades get small cost of living allowances and a small grant on top of the salary. A civil servant on G1, according to the pay scales that were in effect in March 2002, received in base pay and allowances the equivalent of US$61 per month. At G14, the lowest permanent grade position, the equivalent amount was US$25, dramatically illustrating both the paucity of official pay scales and the compression between grades. Those elevated to the highest super-scale grade would still be earning only US$74 per month.

Real pay has eroded significantly compared to past decades. A graduate entering the public service in the early 1970s made over US$100 per month with the much greater purchasing power of the currency of that time. Today, a graduate receives the equivalent of US$31 in current purchasing terms.

New salary scales were announced in April 2002, compensating for inflation by a 10 percent across-the-board increase,

A variety of pay augmentation methods have come into play to compensate for the collapsed official pay structure of the government in Khartoum. The formal

[n] Three years for holders of grade one to six or its equivalent, and four years for holders of grade seven or its equivalent.

mechanisms include sitting allowances for senior officials on state-owned companies' boards; special contracts for key staff (covering political patronage appointments and key technocrats); the designation of certain cadres, especially lawyers and accountants, to receive pay above and outside the main pay structure; and ad hoc pay for performance incentives for staff called upon to put in extra effort for special purposes such as getting the budget ready in time.

At present in the areas under SPLA control, the SPLM is unable to pay regular salaries to the small numbers occupying posts, and the result is a system of part-time, voluntary employment.

Source: World Bank (Sudan) - Country Economic Memorandum (June 30, 2003)

4.5 Training

Sudan Academy for Administrative Sciences (SAAS) is a national multipurpose development institution concentrating on post experience administrative training and using support services in the form of problem-solving pragmatic research and consultative services.

SAAS was set up in 1978 to cater for administrative development of top level administrators and senior executives. In 1980, SAAS was merged with the Institute of Public Administration into one autonomous body affiliated with the Minister of Labour and Administrative Reform.

The major functions of SAAS are: 1) training of all levels of public servants, 2) conducting administrative research, and 3) providing consultancy services.

One of the main objectives of SAAS is the promotion of the public service through the means of training the public servants and equipping them with the necessary tools (knowledge, skills, and attitudes), thus enabling them to perform their duties according to the standards and requirements of their jobs and the desires of the citizens.

Two key initiatives in the area of public service are: 1) training of managers; enhancing the capabilities of the public service managers and also creating awareness among managers that this enhancement is needed for; and 2) training and empowerment of women; training in management of small scale business and project conducted on grass root and ordinary level. One of the most distinguished features of this program is that it offers a platform for participants (public sector officials, private business women, NGO members and international organizations' clients) to exchange their experiences and build their own networks.
The average number of SAAS trainees per annum is 1,672 whereof 1,190 are male and 482 female.

Source: DPADM (UNPAN) - Nomination for UN Public Service Awards 200: Sudan Academy for Administrative Sciences (Not available online)

4.6 Gender

Notwithstanding the 1991 Public Order Act's provisions on mixed social gatherings, which virtually exclude women from the public sphere, women have gained opportunities in the civil service. Women both added to new posts and succeeded male professionals who resigned during the decades of economic decline and stagnation. As a result, real salaries in the civil service have declined. In 1996, women constituted 53.2 percent in the Ministry of Foreign Affairs and 50 percent in the Ministry of Interior.

In 1999, the proportion of women was 76 percent in the Ministry of Information and 70 percent in the Ministry of Finance. However, the number of women in high management positions in the public sector is close to nil.

Source: World Bank (Sudan) - Country Economic Memorandum (June 30, 2003)

4.7 Size of the Public Service

There are no firm numbers on the total size of the public service. The Ministry of Manpower estimated the current size of the public service (civil servants at all three levels of government, teachers and health workers, but excluding armed forces and police) at 700,000 in 2000.

However, other officials felt that a figure of 450,000 was more appropriate. One source of the discrepancy could be double counting. If the payrolls of all tiers of government were added separately, the total might be close to the 700,000. But public officials serving in the states and local communities are mostly on assignments from the federal or state levels, and may already have been counted by their main employer. It is therefore difficult to get a firm grip on the total numbers.

In the areas under SPLA control, no data exist for the number of people working in the embryonic governance structures.

Source: World Bank (Sudan) - Country Economic Memorandum (June 30, 2003)

5. Ethics and Civil Service

5.1 Corruption

2003 CPI Score relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

Corruption Perceptions Index							
		2003 CPI Score	Surveys Used	Standard Deviation	High-Low Range	Number Inst.	90 percent confidence range
Rank	**Country**						
1	Highly clean	9.7	8	0.3	9.2 - 10.0	4	9.5 - 9.9
106	Sudan	2.3	4	0.3	2.0 – 2.7	4	2.0 – 2.5
133	Highly corrupt	1.3	8	0.7	0.3 - 2.2	6	0.9 - 1.7

Source: Transparency International - Corruption Perceptions Index 2003

Surveys Used: Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.
Standard Deviation: Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.
High-Low Range: Provides the highest and lowest values of the sources.
Number Institutions: Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.
90 percent confidence range: Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

Government officials maintain that corruption is not a factor, and that cultural and religious values mitigate strongly against it. Others outside government concede that corruption exists, and that one form that needs watching is the award of contracts to firms willing to make political contributions.

Reports of the Auditor General do substantiate cases of misuse of public resources. Lack of transparency in the budget is clearly a predisposing factor. It is claimed (in Nile State, for example) that people would work even if they were not well paid, because there is little else to do. However, a myriad of formal and informal compensation arrangements operate that enable key staff and other staff to remain at their posts.

Source: World Bank (Sudan) - Country Economic Memorandum (June 30, 2003)

5.2 Ethics

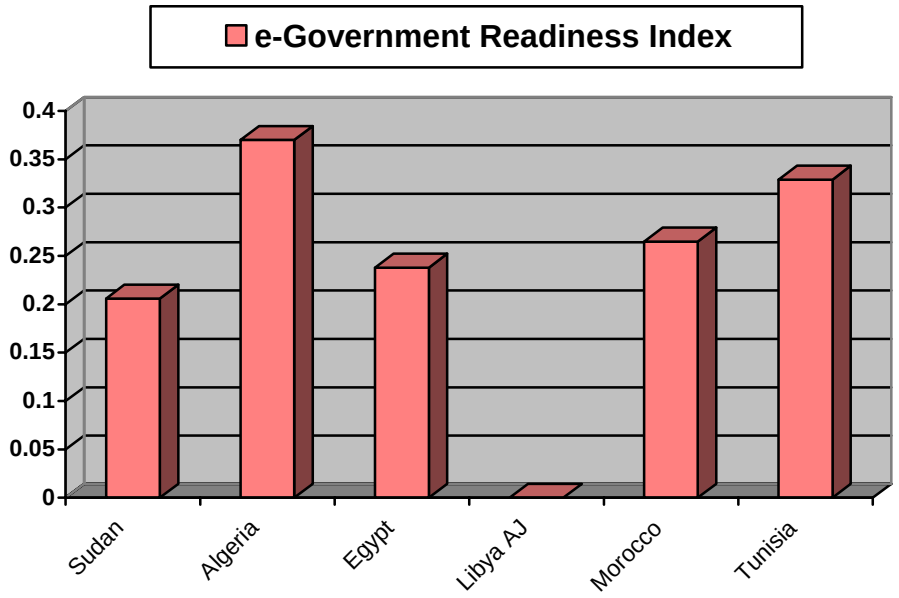
Source: Institution - Title

6. e-Government

e-Government Readiness Index:

The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development.

The index is comprised of three sub-indexes: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.



Source: United Nations – World Public Sector Report 2003

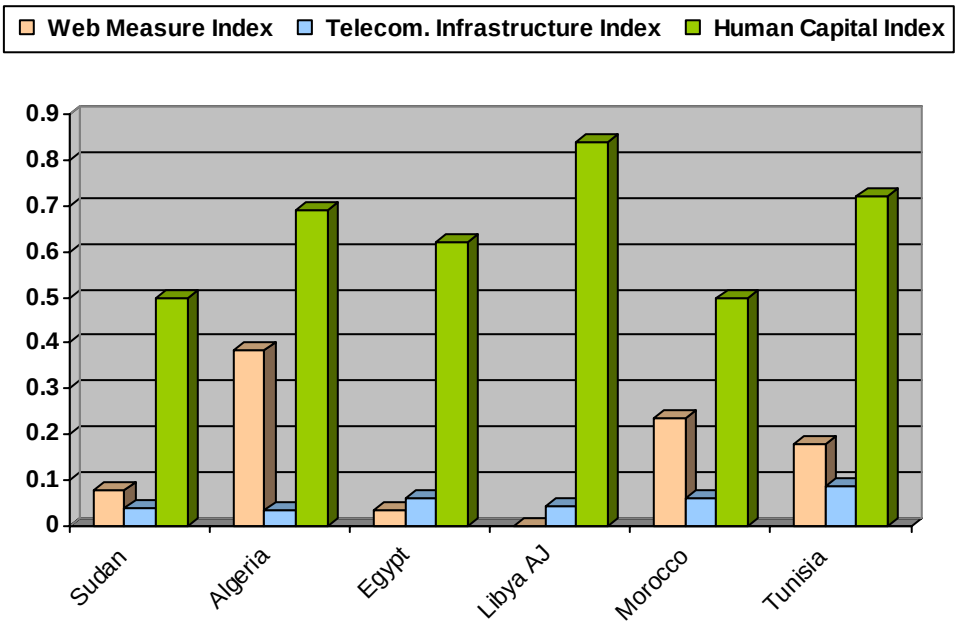
Web Measure Index:

A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

Telecommunications Infrastructure Index:

A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infra-structure capacity.

Primary indicators are: PC's, Internet users, online population and Mobile phones. Secondary indicators are TVs and telephone lines.



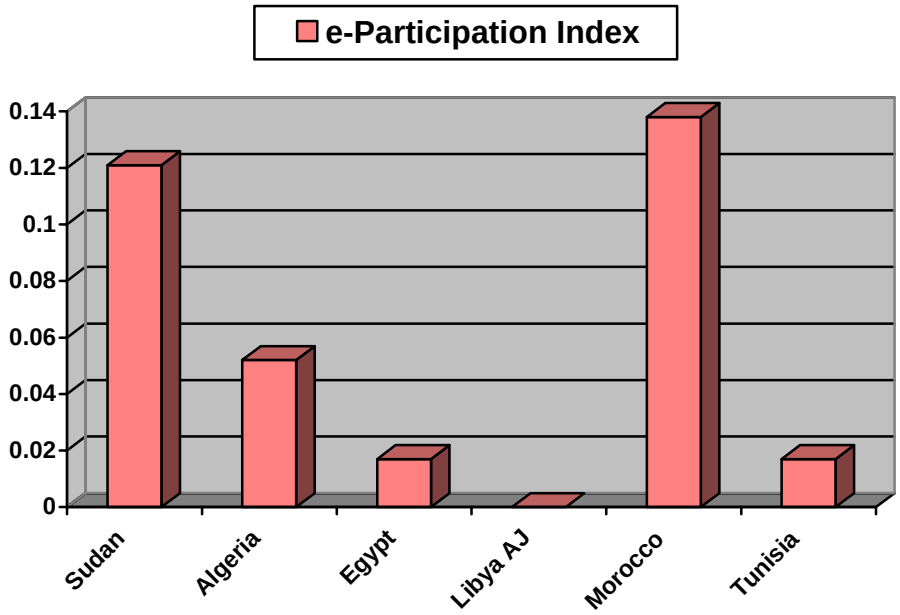
Source: United Nations – World Public Sector Report 2003

Human Capital Index:

A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.

e-Participation Index:

Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowerring people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.



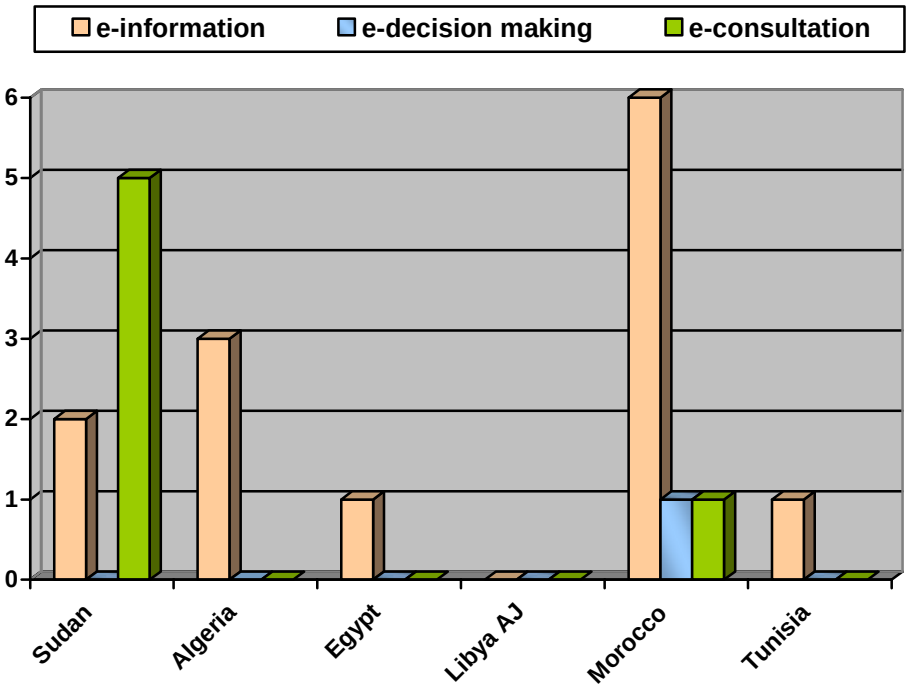
Source: United Nations – World Public Sector Report 2003 d

e-information:

The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.

e-decision making:

The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.



Source: United Nations – World Public Sector Report 2003 d

e-consultation:

The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.

7. Links

7.1 National sites	
Authority	Topic
Government	http://www.sudan.gov.sd/
Sudan.Net (Government)	http://www.sudan.net/govt.shtml

7.2 Miscellaneous sites	
Institution	Topic
African Development Bank (ADB)	http://www.afdb.org/
African Institute for Economic Development and Planning (IDEP)	http://www.unidep.org/
African Training and Research Centre in Administration for Development (CAFRAD)	http://www.cafrad.org/
African Union (AU)	http://www.africa-union.org/
Arab Administrative Development Organization (ARADO)	http://www.arado.org.eg/
Arab Election Law Compendium	http://www.arabelectionlaw.net
Arab Fund for Economic and Social Development	http://www.arabfund.org/
Arab Social Science Research	http://www.assr.org/countries/index.asp?CID=18
European Union (EU)	http://europa.eu.int/comm/development/..
International Labour Organization (ILO)	http://www.ilo.org/dyn/natlex/natlex_browse.home
New Partnership for Africa's Development (NEPAD)	http://www.nepad.org/
United Nations Development Programme (UNDP)	http://www.sd.undp.org/
UNDP - Programme on Governance in the Arab Region (POGAR)	http://www.pogar.org/countries/index.asp?cid=18
United Nations Economic Commission for Africa (ECA)	http://www.uneca.org/
United Nations System in Sudan	http://www.unsudanig.org/
UNPAN	http://www.unpan.org/virtual_library-byregion.asp
U.S. Institute of Peace (Peace Agreements)	http://www.usip.org/library/pa/sudan/pa_sudan.html
World Bank (WB)	http://www.worldbank.org/sd