



NEMA,

ITS STRIVE, STRIDES & MILESTONES

Mamo Boru Mamo,

DG, National Environment Management Authority (NEMA)

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NEWS



CELEBRATING BLACK HISTORY MONTH LEADER



NIGERIA'S FIRS COLLECTS N10.1TR REVENUE IN 2022,
HIGHEST IN HISTORY



CONSTRUCTION INDUSTRY PLAYS CRITICAL ROLE IN
CREATING AN ENABLING ENVIRONMENT IN SOUTH AFRICA

2023

FEBRUARY IS
BLACK HISTORY
MONTH



by **SUSAN E. RICE**

February is Black History Month, a time to commemorate and highlight the contributions of African Americans, both past and present.

As the first Black woman to serve as the U.S. Ambassador to the United Nations, Susan Rice was central to U.S. diplomacy during former President Obama's administration. Rice's tenure saw significant developments in U.S.-Africa policy, including the passage of the African Growth and Opportunity Act (AGOA) and increased U.S. focus on fighting HIV/AIDS.

Ambassador Susan E. Rice is the Domestic Policy Advisor in the Biden Administration. As Director of the Domestic Policy Council, she drives the formulation and implementation of President Biden's domestic policy agenda, from economic mobility and racial equity to health care and immigration. She previously served as President Obama's U.S. Permanent Representative to the United Nations and National Security Advisor from 2009-2017. She is the author of the New York Times

best-selling memoir, *Tough Love: My Story of the Things Worth Fighting For*.

Rice was most recently a Distinguished Visiting Research Fellow at American University's



School of International Service and a Non-Resident Senior Fellow at the Belfer Center for Science and International Affairs at Harvard University's Kennedy School of Government. Prior to the start of the Biden Administration, she was a

contributing opinion writer for the New York Times.

Previously, Rice served as U.S. Assistant Secretary of State for African Affairs, Special Assistant to the President and Senior Director for African Affairs, and Director for International Organizations and Peacekeeping at the National Security Council under President Clinton from 1993-2001.

Ambassador Rice received her master's degree and Ph.D. in international relations from Oxford University, where she was a Rhodes Scholar, and her B.A. with honors in History from Stanford University. A native of Washington, DC, Ambassador Rice is married and has two children.



5 Ways to Improve Public Sector Performance and Workforce

By AKIN NAPHTAL, Group Publisher, Public Sector Global

Taxpayers often complain of the unresponsive and indifferent attitude their government shows. The negative perception raises questions the resolve of the government in tackling the most pressing social and economic challenges. While most governments have the machinery and the capability to address the issues a country faces head-on, some states fail to deliver regularly.

Of the many reasons that lead to the failure of the government machinery, the one that stands out is an incompetent workforce. While governments all over the world may face challenges that are difficult to tackle and seemingly beyond control, effective management of resources and labor is not like those issues.

Public representatives and officers represent the government. They hold the key to good relationships between the state and the public. Governments today are aware of the positive impact that can be made by a motivated public sector workforce.

The government knows that relations between the state and the public depend on a workforce that is able enough to understand and react to the issues of the common man.

To ensure that the trust deficit between the masses and the government does not widen, it is crucial to keep the employees motivated.

Managing public sector employees is vastly different from managing the ones in the private sector. Here are some of the reasons why public sector workers are harder to motivate.

- Regular and abrupt changes in the leadership
- Criticism in the media and prevailing negative attitudes about government and its employees.
- Achievement is harder to measure
- An aging workforce.
- No financial incentives

While there are many reasons for the declining performance, the ones mentioned above are the significant factors that lead to the poor performance of the employees.

Now that we have an idea of some of the problems that plague the workers in the government sector, here are the methods that major governments use to keep their employees motivated.

1. CAREER INCENTIVES ATTRACT BETTER STAFF

An experiment in the public sector workforce of the African nation Zambia revealed that incentives in the selection of public service delivery workers are crucial for improving their motivation.

The incentive helps attract more talented individuals to the job while staying off the radar of those less committed to serving the community.

The study also found that career incentives attracted a better workforce which was pro-social.

2. DEVELOP AN ENTERPRISE PERFORMANCE PLAN

For effective performance of a public sector, target setting is crucial. A department head and their team should prioritize goals in line with the long-term strategy of the government and identify the agencies responsible for meeting them.

The team needs to have a goal in sight for the department. Assessing the performance of the team in pursuit of the target helps in identifying whether the workers are motivated enough. Establishing an independent taskforce to monitor the performance periodically will aid in identifying areas where improvement is required.

The task force will also

be responsible for rewarding

individuals who go the extra mile in the pursuit of the goal. A reward system will provide employees an incentive to be more competitive while ensuring the achievement of the target.

3. MANAGE INFORMATION TECHNOLOGY WISELY

It often comes as a surprise that even in this day and age, governments are lacking in the field of information technology.

Investing in an efficient application or software will help in improving workforce efficiency and the performance of the whole department. Making decisions and taking actions that once took weeks to implement can now be done in a matter of hours.

However, with the introduction of technology, the government must ensure that the employees are aware of the system; this is convenient rather than being a headache.

The decision to automate processes can also result in a backlash, with many employees losing their jobs. A cost-benefit analysis of the decision is the need of the hour. If the pros outweigh the cons, the government should proceed with the decision.

4. INTEGRATION OF DATABASES

The integration of database is another result that depends on how well the government integrates technology in its operational framework.

The primary objective of a government is to make the lives of the common folk easier. Rather than having to visit the government offices to register a complaint or to ask for services, the state should make use of technology to provide services at home.

The integration of database between provincial and national departments will help with public services, especially at the lower levels. By integrating databases and office systems within provincial division into one network for sharing information, processes will become simpler and efficient.

5. BUILD AN ENTERPRISE CIVIL SERVICE SYSTEM

For all countries, the civil services lay the cornerstone of decision-making that runs the

economy and the nation.

Retooling and reforming the civil service will allow it to meet the demands presented by the government.

A competent civil system also acts as an incentive in attracting the best minds of the country.

The success of the methods depends directly on the willpower of the government in improving employee morale and performance. Governments that value the end goal also value the processes involved. Since the performance of the public sector employees is detrimental to the achievement of the goals, the government should appreciate them too.



PRESIDENT RUTO CHAIRS FIRST PAPERLESS CABINET



The President of Kenya, William Ruto chaired the first paperless Cabinet meeting, kicking off a major government digitisation drive on Tuesday, 30th January, 2023. Cabinet Secretaries arrived at State House, Nairobi, without the traditional bulky folders, large briefcases and huge files. In the Cabinet room, they found secured portable digital devices interconnected and attached to their files, memos and a secure notebook to assist them take notes in the meeting without leaving the devices. The bold move is expected to significantly reduce the cost of

printing and enhance security of Cabinet records. President Ruto said the digitisation of cabinet meetings was a clear signal that the Government was going digital. He said it will enhance service delivery by fostering efficiency and eliminating unnecessary bureaucracy in government. “Kenyans will be able to access government services from anywhere, from their home or offices, without having to go unnecessarily to government offices and wait in long queues,” he said. A paperless system is in line with President Ruto's climate change initiative.

MARKETING COMMUNICATIONS SPECIALIST TAKES OVER LEADERSHIP AT KENINVEST

Head of Marketing and Communications at Konza Technopolis Development Authority (KOTDA), June Chepkemei has been appointed as the acting Managing Director of Kenya Investment Authority (KENINVEST).

June Chepkemei was appointment by Cabinet Secretary at the Ministry of Investment, Trade, and Industry, Honorable Moses Kuria.

As managing director, Chepkemei has been shouldered with spearheading strategies to attract and boost Kenya's investment from its current USD500M to USD10B before 2024.

June Chepkemei a s t o u n d i n g achievements

In 2022, June Chepkemei successfully led Kenya's team in a fruitful bid to host the 41st International Association of Science Parks and Areas of Innovation (IASP) world conference slated for 2024. Moreover, Chepkemei played a vital role in delivering Technology and Innovation Jamhuri in 2022 and served as a member of the taskforce on the Kenya Media Policy Guidelines. She has been glorified among Top 25 Women in digital 2021.



She Pioneered the Konza Innovation Ecosystem Initiative that brings together various industry stakeholders to support the commercialization of Research, Innovation and the Development of new solutions and enterprises within Konza Technopolis.

The initiative was voted the 3rd most inspiring solution by the International Association of Science Parks and Areas of Innovation (IASP) - to date, over100 enterprises have been launched through the initiative.

In 2017, Chepkemei was appointed as the Project Coordinator for a New Institute of Strategic National. She holds six-years stint experience in the media Industry,

working as Communications Business Partner at Safaricom Limited.

She holds a master's degree in Communications Studies from Moi University, a Bachelor's Degree in PR& Communications from Moi University, Postgraduate Diploma in Professional Marketing, from the Chartered Institute of Marketing of the UK and an executive certificate on Innovation from Stanford Centre for Professional Development.

TRADE AND INVESTMENT MINISTRY PARTNER AFRICA'S LARGEST MANUFACTURER OF MEDICAL DEVICES



Cabinet Secretary (CS) for the Ministry Investment, Trade and Industry Kenya, Moses Kuria has formed an alliance with the largest manufacturer of medical devices in Africa, Revital Health into getting their products to Kenya.

This development follows the CS' recent visit to the company Revital Health is the largest manufacturer of medical devices in Africa exporting 48 medical devices Including 2B syringes annually to 21 countries.

” We have agreed to work together to ensure that their products get into the Kenyan market which is not the case despite exporting to 21 African countries,” he mentioned



Uganda: Speaker to Support Revision of Saving and Credit Cooperative Organisations Laws

Speaker, Anita Among has pledged her support towards the harmonisation of laws governing operations of Saving and Credit Cooperative Organisations (SACCOs).

She was responding to a concern raised by the Board Chairperson of the Parliamentary SACCO, Hon. Robert Migadde during the organisation's Annual General Meeting held recently.

Migadde pointed out that operations of SACCOs are affected by multiple supervision by the Ministry of Trade, Uganda Microfinance Regulatory Authority (UMRA) and the Central Bank.

“The Cooperative Societies Act places SACCOs under the management of Ministry of Trade while the tier 4 Microfinance and Moneylenders Act places big SACCOs under the management of the Bank of Uganda. On the other hand, all SACCOs are under the Uganda Microfinance Regulatory Authority,” he said.

Migadde said that the Parliamentary SACCO would seek guidance and leadership from lawmakers on harmonising regulation of the savings organisations to ease operations.

Among tasked Migadde to consider introducing a Private Member's Bill to cure the challenge of multiple

supervision of SACCOs. “We understand that work of the SACCOs is stifled by operating under the supervision of varying entities who may have their own agendas and demands,” she said. Among added, “We do not want our SACCOs to be conflicted regarding who they report to”. She also applauded the Parliamentary SACCO management for ensuring easy and timely accessibility of savings to members. “Every time I have attempted to access money, it has been a cinch, only taking me under an hour to receive the money,” she said. Among urged Members of Parliament who had not yet joined the SACCO to join, saying that this would enable them enjoy the favourable financial services the savings organisation offers. The Parliamentary SACCO reported an increase in gross revenue by 15 per cent, from Shs4.77 billion in 2021 to Shs5.48 billion in 2022. It was further reported that total assets have grown by 53 per cent from Shs30.9 billion to Shs47.3 billion, whilst members' earnings increased from Shs2.71 billion to Shs7.7 billion

NEMA, ITS STRIVE, STRIDES & MILESTONES

Mamo Boru Mamo

Director General, National Environment Management Authority (NEMA).



Recently recognised as the UN Person of the Year, Kenya's National Environment Management Authority (NEMA) has grown to become an internationally recognised body through its visionary goals, highly impactful projects, and strides towards environmental sustainability.

Established in 1999 under the Environmental Management and Coordination Act (EMCA) of 1999, the agency is mandated to ensure the sustainable management of the environment and natural resources in Kenya. The Authority also responsible for the enforcement of environmental laws and regulations, and the promotion of public awareness and participation in environmental management has gone a long to the arrest of environmental defaulters.

The agency also works to ensure the conservation of biodiversity and the protection of ecosystems. NEMA Kenya also works to ensure the enforcement of environmental laws and regulations, and to promote public participation in environmental management.

The Authority's functions also include coordinating the various environmental management activities being undertaken by the lead agencies, Promoting the integration of environmental considerations into development policies, plans, programmes and projects, with a view to ensuring the proper management and rational utilization of environmental resources, on sustainable yield basis, for the improvement of the quality of human life in Kenya.

Taking stock of the natural resources in the country, their utilization and conservation, establishing and reviewing land use guidelines, carry out surveys, which will assist in the proper management and conservation of the environment.

NEMA also acts as an advisor the Government on legislative and other measures for the management of the environment or the implementation of relevant international conventions, treaties and agreements.

The Authority advises the Government on regional and international conventions, treaties and agreements to which Kenya should be a party and follow up the implementation of such agreements.

Over the years, NEMA has implemented a number of projects, in 2017, the authority enforced the rule of the 'NO USE OF POLYPROPYLENE CARRIER's', placing a total ban on the use of plastic for a much healthier ecosystem. This is one of the most impactful projects by the Authority. The ban on plastic carrier bags was a key player in working towards the historic plastic resolution adopted by UN members states in March 2022 and was hailed as the biggest moment for the environment since the Paris Agreement.

NEMA is Kenya's first national institution to scoop the UN person of the year award. The Authority has continuously enforced the ban by working with 47 County Governments. According to the DG, the Authority has gazetted over 200 environmental inspectors in the Counties to support with the enforcement actions. As a quest to promoting the total eradication of the domestic use of plastics, the Director General, Mamo Boru Mamo among other projects have led the piloting of a biodegradable bags used to plant tree seedlings as opposed to plastic bags which takes many years to degrade once disposed into the environment during planting.

35% of the world's wetlands have disappeared in the last 50 years, report revealed. As part of the global most valuable ecosystem for people and nature, the Authority through these years have intensively been enforcing education on the need to accelerate actions to protect and the Sustainable Development Goals in Kenya.

The Authority has also been known for its Mombasa International ASK Show stand which seeks to educate the public more about environment management in Kenya.

NEMA with a lot of other decisive initiatives, has created a safe atmosphere and friendly environment.

As result of these remarkable achievements, the Authority has received other several awards including, Strategic Development Goals (SDGs) Reporting and Implementation, 1st Runners-Up for Yr. 2021, Public Sector Legal Department of the Year 2021 by the Nairobi Legal Awards, Africa's Environmental Regulator of the Year 2022.

NEMA Director General, Mamo B. Mamo was also recognised, as Africa's Public Sector CEO of the Year and also named as one of Africa's top 50 public Sector leaders during 3rd Africa Public Sector Conference & Awards in Accra Ghana in 2022.

It is no surprise the level of success NEMA has chalked in the last one year, considering the kind of leadership the authority is blessed with. Mamo Boru Mamo, the authority's DG, has over 25 years of experience in public service with 18 years of work experience at the National Environment Management Authority (NEMA), having grown through the ranks to the position of Director General. Mamo was appointed the Acting Director General in February 2019. He was appointed substantively as the Director General on 13th August, 2020 through a competitive process. In February 2022, Mamo was recognized by H.E president Uhuru Kenyatta with Elder of Burning Spear (EBS) for his immense contribution to Environmental Conservation in Kenya.

MINISTRY OF INDUSTRY AND ADVANCED TECHNOLOGY (MoIAT) LAUNCHES THE INDUSTRIAL CENSUS PROJECT TO ESTABLISH A CENTRALIZED DATABASE OF INDUSTRIAL COMPANIES IN THE UAE

The Ministry of Industry and Advanced Technology (MoIAT) has launched the Industrial Census project, in collaboration with the Federal Competitiveness and Statistics Centre (FCSC), the members of the Industry Development Council, and the local statistics centers. The project aims to create a comprehensive database of all establishments that practice industrial activities according to the International Standard Industrial Classification of All Economic Activities (ISIC4 – Section C), including those operating in free zones, whether their licenses are industrial or non-industrial.

The move is in line with the Federal Decree-Law No. 25 of 2022 regarding the regulation and development of industry and Ministerial Decision No. 6 of 2023 regulating the process for industrial establishments to provide MoIAT with their information. The project was announced at a press conference organized by MoIAT in Abu Dhabi. As part of the project, MoIAT will provide industrial companies and establishments with a reliable and flexible mechanism to participate in the census and submit their information.

The project will help create new investment opportunities for manufacturers, investors, and owners of industrial companies, as well as help decision makers track, assess and enhance the competitiveness of the industrial sector and inform related future policies and decisions that make the sector flexible. The project is in line with the national strategy for industry and advanced technology, Operation 300 billion, which aims to help create a business environment that attracts local and international investments in the industrial sector and boost the growth and competitiveness of national industries.

His Excellency Dr Sultan bin Ahmed Al Jaber, Minister of Industry and Advanced Technology and Chairman of the Industry Development Council, said: “The project is in line with directives of our leadership to develop the industrial sector in the UAE and boost its contribution to national GDP. To achieve the objectives of the national strategy for industry and advanced technology, MoIAT, in partnership with FCSC, local authorities, and freezones, plays a pivotal role in creating an enabling legislative framework that supports the industrial sector and helps to attract local and foreign investments.”

His Excellency added: “As accurate data plays an important role in increasing the country's global competitiveness, the Industrial Census project is a key step in developing a centralized national database for the industrial sector. The project supports efforts to build a knowledge-based economy that promotes innovation, research and development (R&D), and future growth opportunities. It will also contribute to the adoption of circular economy principles, help integrate producers and manufacturers in the national economy ecosystem and promote the growth of local supply chains.”

His Excellency commented: “Developing a comprehensive, reliable and up-to-date industrial database will help us provide suppliers and manufacturers with scientific analysis to help develop a comprehensive picture of the current landscape and a view of potential future challenges. It will also help us identify SMEs that require government support, as well as ways to enhance their competitiveness in local, regional and global markets.”

His Excellency Omar Al Suwaidi, Undersecretary of the Ministry of Industry and Advanced Technology, said: “As part of the project, we developed an online form jointly with FCSC and will share it with industrial companies, including those in free zones, to fill out within 60 days. The online form will request information about their businesses, such as licenses, shareholders, some financial figures, R&D expenses, number of workers, and the quantity and value of inputs in industrial production as per the Harmonized System (HS).”



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Nigeria's **FIRS** collects N10.1tr Revenue in 2022, highest in history



The Federal Inland Revenue Service (FIRS) disclosed that it has collected N10.1 trillion in tax revenue in 2022, declaring it the highest tax collection ever recorded in its history.

The Service made this known in its “FIRS 2022 Performance Update,” report signed by its Executive Chairman, Mr. Muhammad Nami, and released to the public recently, after his briefing with President Muhammadu Buhari.

“The FIRS, in the year 2022 collected a total of N10.1 trillion in both oil (N4.09 trillion) and non-oil (N5.96 trillion) revenues as against a target of N10.44 trillion.

“Companies Income Tax contributed N2.83 trillion; Value Added Tax N2.51 trillion; Electronic Money Transfer Levy N125.67 billion and Earmarked Taxes N353.69 billion.

“Non-oil taxes contributed 59% of the total collection in the year, while oil tax collection stood at 41% of total collection.

“This collection was possible through collaboration with our stakeholders, from our colleagues at the Executive branch of government, to the members of the judiciary, to our brothers and sisters at the National Assembly, as well as the tax advisory committee, professional bodies, unions, and most crucially our taxpayers.

It is the first time that the FIRS will cross the N10-trillion mark in tax revenue collection”, Nami stated in the report.



Construction Industry Plays Critical Role in Creating an Enabling Environment in South Africa

and plays an important role in the country's development.

"In addition to its economic contribution, the construction industry also plays a critical role in creating an enabling business environment. A well-functioning construction sector is essential for attracting investment, supporting small and medium-sized enterprises, and promoting innovation. By making it easier for businesses to navigate the construction permit process, we are helping to create a more conducive environment for entrepreneurship and economic growth," said Costa.

Costa added that initiative such as the construction permit system were critical within the broader framework of enhancing competitiveness and simplifying processes for both large and small businesses.

"The replication of the principles of the Ease of Doing Business Programme into practical initiatives across government to improve the end-user experience will undoubtedly have a positive multiplier effect not just for construction permits but across the board to co-create with private sector an enabling business environment," he said.

Costa further said that the City of Johannesburg's web-based construction permit system was an example of how technology can be used to create an enabling business environment by modernising the process and reducing lead times, the city is making it easier for businesses to invest and grow in the province.

The Department of Trade, Industry and Competition (the dtic) commended the City of Johannesburg for its outstanding achievement of developing a web-based construction permit system. The event also recognised individuals who were key in making the permit system a reality.

The new web-based system has streamlined and modernised the manual Site Development and Building Plan permit system. The City of Johannesburg is the first South African city to pilot the open-source system. The system provides real-time updates of every stage of the application process, invaluable information that ensures transparency throughout the building plan application process.

Construction Industry Plays Critical Role in Creating an Enabling Environment in South Africa

The construction industry plays a critical role in creating an enabling business environment. It is also a vital sector for the country's economy, responsible for creating jobs, stimulating investment and improving infrastructure. This was said by the Investment Lead in the Private Office of the President, Dr Anthony Costa, during the City of Johannesburg Construction Permits celebration in Pretoria today.

According to Costa, the construction sector is a significant contributor to the Gross Domestic Product

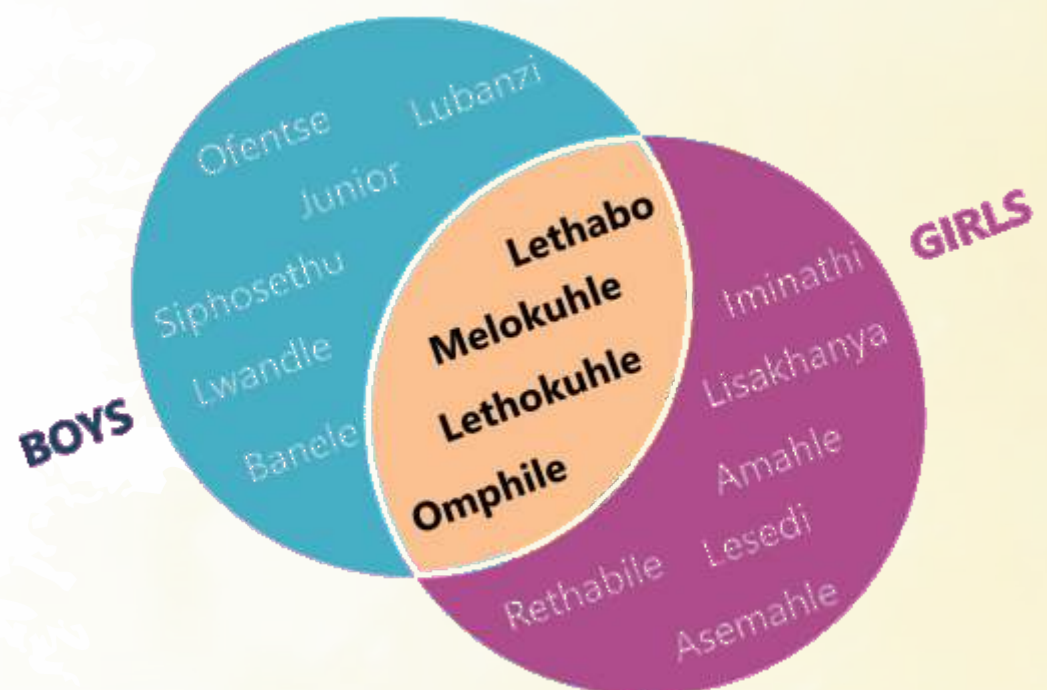
South Africa recorded almost 1 million births in 2021 and the most popular baby name is Melokuhle, Lethabo and Lethokuhle

According to the Recorded Live Births, 2021 report released by Statistics South Africa, almost 1 million births occurred in 2021 and the most popular baby names were Lethabo and Melokuhle for boys and girls respectively.

Melokuhle, Lethabo and Lethokuhle were the most popular names amongst both baby girls and boys in South Africa in 2021.

Naming of a new-born child plays a very important role in most cultures around the world. For instance, African baby names are given for reason, relevance and purpose. Similarly, South Africa is a country with a variety of cultures and religions and this has a profound influence on baby naming. From the day or time a baby is born to the circumstances surrounding the birth, several factors influence the names parents choose for their children. For example, Lethabo signifies joy and happiness, Melokuhle represents good things, Lubanzi signifies acceptance and Iminathi signifies standing with us (God is).

Amongst males, the top three leading forenames were Lethabo, followed by Lubanzi and Melokuhle. The leading forenames for females were Melokuhle, followed by Omphile and Iminathi in third place. Melokuhle, Lethabo and Lethokuhle appeared on both males and females top ten list. Melokuhle ranked first amongst females while it ranked third amongst males. In general, the popular baby forenames for males and females reflect positive hopes for the child, express beliefs and are inspired by positive connotations of both love and acceptance.



Top 10 names common to both girls and boys, 2021

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