



ADDIS ABABA DECLARATION2025 10th CONTINENTAL AFRICA PUBLIC SERVICE DAY (APSD)

THEME: “ENHANCING THE AGILITY AND RESILIENCE OF PUBLIC INSTITUTIONS TO ACHIEVE EQUITABLE GOVERNANCE AND RAPIDLY ADDRESS HISTORICAL SERVICE DELIVERY GAPS”

A. Preamble

We, Ministers and Heads of Public Service, senior government officials, civil society representatives, academics, private sector actors from African Union Member States, and development partners, gathered in Addis Ababa, Federal Democratic Republic of Ethiopia, from 21 to 23 June 2025 to commemorate the 10th Continental Africa Public Service Day (APSD).

This gathering took place under the auspices of the African Union Commission and aligned with the AU’s 2025 theme: **“Justice for Africans and People of African Descent through Reparations.”**

B. Acknowledgement and Appreciation

1. Express our sincere gratitude to the Government and People of the Federal Democratic Republic of Ethiopia for successfully hosting the 10th APSD.
2. Commend the African Union Commission, partner institutions, and collaborators—including civil society, private sector, resource persons, academia, and the Association of African Public Administration and Management (AAPAM)—for their coordination and leadership in convening this milestone event.
3. Acknowledge the commitment of public servants across Africa who work with dedication to advance inclusive development, often under challenging circumstances.
4. Acknowledge and commend the progress made by Member States in strengthening the public sector and advancing transformation, as reflected in the experiences and insights shared during the Conference proceedings.

C. Affirmation of Principles

5. Reaffirm our commitment to the African Charter on Values and Principles of Public Service and Administration (2011), and the African Union Agenda 2063 – *The Africa We Want*.
6. Uphold the values of equity, ethics, agility, inclusivity, and citizen-centred service delivery as essential for governance reform.
7. Affirm the commitment to advancing equitable representation and opportunities and responsibilities for all, by promoting equality and eliminating discrimination based on gender, ethnicity, or other forms of identity.
8. Recognize the need for reforms to redress the destructive legacies of colonialism and systemic inequities by transforming the legal, digital, and administrative foundations of the African public service.

D. On Strengthening Public Institutions to Address Historical Inequalities

9. Commit to building people-centred and impact-driven public institutions that are responsive to the empowerment needs of vulnerable populations, including women, youth, the aged, persons with disabilities and special needs, and rural communities.
10. Agree to promote decentralized governance models, participatory budgeting, and grassroots-driven engagement as pathways to enhance public trust, equity, and responsive service delivery.
11. Encourage the integration of African governance philosophies rooted in indigenous values, social cohesion, and justice into institutional design and reform strategies.

E. On Legal and Structural Reforms for Equitable Governance

12. Call for the urgent review, repeal, and replacement of outdated colonial-era public service laws with progressive, context-relevant legislation that promotes inclusion and accountability.
13. Pledge to institutionalize transparent and merit-based recruitment, affirmative action, and career progression systems that promote diversity, professionalism, and equity in public service.
14. Commit to strengthening the autonomy and resources of oversight institutions—including anti-corruption commissions, ombuds offices, audit authorities, and human rights bodies—to uphold integrity in governance.

F. On Leveraging Digitalization to Enhance Access, Participation, and Accountability

15. Recognize the transformative potential of digital tools and audit institutions, in particular the Courts of Audit in fostering institutional agility, responsiveness, and transparency, especially in underserved areas.
16. Encourage Member States to expand investment in inclusive and affordable digital infrastructure to promote universal access to e-services and close the digital divide across gender, age, and generations.
17. Commit to strengthening capacity for inclusive and accountable public institutions through participation and decentralization, as affirmed at the UN DESA African Regional Forum on Governance Innovation held alongside APSD in June 2025.
18. Call upon Member States to develop and deploy multilingual, disability-friendly, and mobile-responsive platforms that ensure equitable access to public information and services.
19. Undertake to promote interoperable digital ecosystems, open data platforms, and real-time citizen feedback mechanisms that support accountability and participatory governance.
20. Reiterate the importance of comprehensive digital governance frameworks, including cybersecurity, digital rights legislation, and support for civic tech actors, to safeguard both citizens and institutions.
21. Agree to foster multi-stakeholder partnerships with civil society, academia, trade unions, and the private sector to cultivate ethical, inclusive, and locally anchored digital innovation aligned with Agenda 2063.
22. Encourage Member States to showcase and share home-grown digital innovations and facilitate their replication across other Member States in support of continental digital transformation.
23. Encourage Member States to invest in digital technologies across all sectors, with an emphasis on closing gender gaps and ensuring equitable access for all, especially women and girls.

G. On Civil Society and Multi-Stakeholder Collaboration

24. Commit to institutionalizing inclusive dialogue platforms and collaborative governance mechanisms that incorporate diverse voices—especially those of vulnerable and underrepresented groups—through enabling civic environments supported by legal and institutional guarantees.
25. Affirm the indispensable role of civil society, academia, youth networks, trade unions, media, and the private sector in driving innovation, co-producing public services, and fostering accountability.
26. Call for the creation and protection of an enabling civic environment, underpinned by legal safeguards for public participation, whistleblower protection, and freedom of expression.

H. On Innovation and Peer Learning

27. Congratulate all participating Member States, public institutions, and stakeholders who took part in the APSD 2025 exhibitions for showcasing impactful innovations that promote transformation, equity, and excellence in governance.
28. Encourage Member States to document and share reform case studies, implementation strategies, and lessons learned through the APSD platform and AU networks.
29. Agree to promote structured cross-national learning through innovation clusters, peer exchanges, and thematic collaborations inspired by exemplary practices in inclusive planning, civic technology, and language-responsive institutional reform.

I. Call to Action

30. Call upon Member States that have not yet signed and/or ratified the Charter to do so and join the COSP in advancing the domestication and implementation of the Charter.
31. Recognize the critical role of the Conference of State Parties (COSP) to the African Charter on Values and Principles of Public Service and Administration, in promoting the Charter and providing a dedicated platform / forum where Member States can share and exchange best practises.
32. Encourage State Parties that have not implemented the State Parties Assessment Tool (SPAT) to do so, enabling consistent tracking and reporting of Charter implementation.
33. Reaffirm the AU's collective commitment to the principles of reparative justice, public trust, and long-term institutional transformation as cornerstones of inclusive development.
34. Commit to promote the youth demographic and employment within public service institutions.
35. Call upon the African Union Commission to create a web-based portal where Member States can exchange public sector reform experiences and best practices.
36. Call upon the AUC to coordinate efforts with the APRM Continental Secretariat, the COSP, The African Union Specialized Technical Committee on Public Service Local Governments, Urban Development and Decentralisation and the African Governance Architecture (AGA) Secretariat to promote peer learning on civil service reforms aligned with Aspiration 3 of Agenda 2063 and SDG 16.
37. Commend the Federal Democratic Republic of Ethiopia for graciously agreeing to host the 11th Edition of Africa Public Service Day (APSD) in June 2027.

Done in Addis Ababa, Ethiopia on this 23rd Day of June 2025