



This particular edition of *Public Sector Manager* comes out in the month when we are celebrating the youth. This year marks the 35th anniversary of the Soweto Youth Uprising. 16 June 1976 has been engraved in the psyche of all South Africans and reminds us to take command of the values enshrined in our Constitution. This day was denoted by the horrific murder of 12-year-old Hector Pieterse.

It is this stark imagery of the oppressive past and its brutality to its victims, irrespective of their age, that allows us to appreciate our current democratic dispensation. In recognition of the role the youth played in the democratisation of our country, we thought it befitting to dedicate this edition to them.

South Africa's liberation struggle was marked by its success in mobilising, among others, the youth. Over 15 years into democracy, it is gratifying to see the youth once again being mobilised for the national good. In our country, young people have always been part of the political process and invited to the table, as it were. If not invited, they have always invited themselves!

This idea of youth citizenship, where young people

participate as equals, is sometimes a stretch for many adults. But once at the table, young people have always proven some of the fears we have about them incorrect. They are committed to their country and care about its future, which is their future.

The point one is making is that "youthfulness" should not become a justification for excluding young people from decision-making or our national life in general. It is our obligation as families, schools, institutions of higher learning, political organisations, religious institutions, business and government to facilitate the full participation of young people within their communities, as well as at national level.


For our part as government, we have created the National Youth Development Agency (NYDA) with the intention of mainstreaming and integrating youth development in all organs of state, the private sector and civil society. But the creation of a structure, important as it is, will not in itself lead to youth development. It is in our active support of the youth programmes run by the NYDA that we can bring about meaningful youth development.

For example, government departments and business should go out of their way to support youth-owned enterprises, recruit interns and run mentorship programmes for young people. These are just some of the practical things we can all do to promote youth development.

We must also commend the youth for the enthusiasm they showed in the recent local government elections. Statistics from the Independent Electoral Commission show that as far as new registrations are concerned, about 80% were from young people under the age of 30 years. This is an indication that young people have come to understand the role they need to play in our constitutional democracy.

Significantly, it also challenges one of the most frequently used justifications to exclude young people – youth apathy. Young people are frequently portrayed as lacking motivation to become involved and this has led to the media hype about the Generation X syndrome, which describes them as a politically ignorant, socially inert and self-absorbed group. Well, our youth have demonstrated they are the opposite and for that they must be lauded.

Let's encourage all public servants to take part and use the month to organise events and activities to pay tribute to and encourage our youth.

  
 Minister Collins Chabane  
 Minister in The Presidency: Performance Monitoring, Evaluation and Administration

# Meeting the information needs of **public sector managers**

In 2009, the United Nations declared that August 2010 to August 2011 would be the International Year of Youth. Given our own celebration of Youth Month, still within the International Year of Youth, it is a good time to reflect and refocus our attention on the needs, challenges, views, talent, aspirations and strides that our youth have made. In this edition, we seek to do exactly that.

In terms of the strides made by young people, we thought it appropriate to feature a former youth leader, Minister Malusi Gigaba, who is now in charge of the Public Enterprises portfolio. Minister Gigaba honed his leadership skills and qualities through his activism in youth structures.

A cursory look at his curriculum vitae shows that he served in structures such as the Congress of South African Students, South African Youth Congress, South African Students' Congress and Young Christian Students. And he was, of course, president of the ruling party's youth league.

His appointment in 1994, at the age of 33, as Deputy Minister of Home Affairs was not only a vote of confidence in his skills but an affirmation of youth capability. Today, at barely 40 years of age, he holds a full ministerial position. Minister Gigaba is part of a relatively young generation of leaders that is taking over politics and economics in the world. But he is an example of something more than just youth. He offers fresh perspectives and new thinking on a range of issues. Read the interview with him on page 14.

Still on personalities, we celebrate Dr Boni Mehlomakulu, Chief Executive Officer of the South African Bureau of Standards. She is one of the youngest PhDs (Chemical Engineering) in the country, having obtained the qualification from the University of Cape Town in 2003, at the age of 30.

She heads a strategic national institution that is responsible for the promotion and maintenance of standardisation and quality in connection with commodities and the rendering of services. Apart from her passion for science, she has a

zeal to see young people develop and being mentored in the workplace because she herself was given that opportunity.

Which brings us to the interview (page 54) with Setepane Mohale, a young economist and policy analyst at the

Department of Economic Development, whose political principal, Minister Ebrahim Patel, is giving her all the opportunities to grow. Mohale, whose mastery and presentation of the New Growth Path (NGP) has left those who have listened to her awed, has at times found herself standing in for the Minister at forums discussing the NGP. I see this as part of managing young public service managers' careers and motivating them to stay within the sector.

Beyond personalities, we feature substantive youth-related issues. Our team recently played "fly-on-the-wall" during a discussion involving the youth. The discussion proved that, contrary to popular opinion, young people are far from apathetic but have great interest in political issues and are constantly searching for different ways of expressing themselves.

We also feature a hard-hitting opinion piece by Busani Ngcaweni on the obligations of public sector managers towards

the youth. It is a topic we have not yet fully explored as senior public sector managers. As an important cog in the State machinery, we have the responsibility to be the lead agents in supporting the implementation of the country's youth policy and providing the necessary environment for youth development.



**Jimmy Manyi**  
GCIS: CEO  
Cabinet Spokesperson



*... it is a good time to reflect and refocus our attention on the needs, challenges, views, talent, aspirations and strides that our youth have made.*

### A great read indeed

I have read your April launch edition of the *Public Sector Manager* magazine, and I found it quite interesting. I must admit, I usually find government publications quite boring and unimaginative, but the various sections such as features, lifestyle, food and wine, employee benefits and even "On Camera" photographs are quite informative.

I would, however, like to see a racial balance and being represented in the magazine, as there are employees of every colour and creed working within the public sector.

I specifically like the article on how the magazine came to be on pages 14 and 15. I admire the fact that you have included photos of your team. This at least gives us readers the chance to put a face behind the words and features.

In your lifestyle section, you feature car reviews, fashion and food. It would be nice to see great book reviews, as we are indeed a reading nation, and there are many books out there that talk to the managers of government.

All in all I do find the magazine to be a great read. Well done to your team for making government jargon enjoyable.  
– *Cindy Williams, Cape Town*

### A good mix

Your April edition had a good mix of content. I particularly enjoyed the article by Dalson Modiba on the critical role played by internal auditors within the public sector in ensuring that taxpayers get value for money for their contributions.

The article also highlighted how internal auditors in various departments keep in check the spending patterns and the adherence to business plans by different directorates within a department.

Modiba gives us an insight into how internal auditors act as the early warning or flashing lights when departments veer off the approved busi-



ness plans as per their budgetary allocation at the beginning of each financial year.

Keep up the good work as you provide a platform on which public sector managers could learn from the best practices employed by their fellow colleagues in other departments.

– *Nyiko Mathebula, Polokwane*

### A job well done

I really must congratulate you on a job well done for the April launch edition of *PSM* as it was indeed a great read. The article

titled "Experience doesn't have to kill enthusiasm" by Mr Vusi Mona really caught my attention; I felt a sense of delight being a young government employee myself.

Often age plays a major role in organisational hierarchies where subordinates are not quite often encouraged to meet with executive managers to discuss issues of prominence.

I really like the managerial style adopted by Mr Mona,

delegating tasks to employees and giving them equal opportunities to pitch creative ideas. This sort of engagement is a clear indicator of the amount of trust and faith he has in his colleagues.

With reference to the title of the article, it is indeed quite true that with surmountable experience, enthusiasm plays an integral part within one's career because even with extensive experience, if an individual lacks enthusiasm about what it is they do, then there will be a spark that lacks in whatever project one may be involved in.

I must say, I'm really looking forward to reading interesting articles of high calibre such as the one that I have read. Keep up the good work!

– *Kelebogile Tsholo, Roodepoort*

# We hear your views!

*Please continue to help us make each issue better than the last by writing to the Editor, Vusi Mona, e-mail: vusi@gcis.gov.za. Don't forget to include your name and the city or town where you live.*