

**Report on the Survey of  
Serving Public Service Personnel in  
Southern Sudan**

**By  
Computer Feeds Ltd.  
and  
Ecotech Consultants**

**Prepared for the Government of Southern Sudan**

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**MINISTRY OF LABOUR, PUBLIC SERVICE  
& HUMAN RESOURCE DEVELOPMENT**  
**Office of the Minister**



Ref: .....

Date : .....

**Message**

When the SPLM realized that the trend towards peace was unstoppable, it took steps to prepare for the establishment of the Government of Southern Sudan (GoSS) as well as the governments of ten states of Southern Sudan. One of the main tasks it prioritized was to determine the public service workforce in Southern Sudan by conducting a survey before the formal creation of ministries of the GoSS.

The survey was carried out under the able guidance of an empowered committee headed by Mr Deng Chuol Malang, who has subsequently become the Chairperson of the Southern Sudan Civil Service Commission.

The coverage of the survey is fairly extensive, though possibly not exhaustive, due to the inadequacies of war time infrastructure and transportation arrangements or the prevailing situation at the time when the survey was done.

Despite any consequential statistical shortcomings which may have arisen from less than adequate coverage of inaccessible areas or due to the pressure to complete the survey quickly, the survey is significant in that it provides a snapshot of available public service personnel in end 2005.

The exercise was undertaken entirely by using government officials supported by technical assistance from the World Bank, USAID and financial support from the LICUS Trust Fund Grant of the World Bank and the Capacity Building Trust Fund managed by UNICEF/KPMG.

I trust the survey will provide valuable baseline data for future research and practical assistance for workforce planning in Southern Sudan.

David Deng Athorbei  
Minister of Labour, Public Service & HRD  
Government of Southern Sudan

13<sup>th</sup> April 2007

P. O. Box ..... Juba Sudan

Email : .....



## SOUTHERN SUDAN CIVIL SERVICE COMMISSION

OFFICE OF THE  
CHAIRPERSON

Ref:.....

Date: APRIL 13, 2007

### Foreword

The Survey of Public Service Personnel was initiated by the Government of Southern Sudan under the orders of the Vice President of Southern Sudan Hon. Riek Machar Teny dated 6<sup>th</sup> October 2005 even before ministries were constituted. A seven member Coordination and Verification Committee (CVC) was constituted of which I was the Coordinator.

The CVC worked in close coordination with the Governors of the States of Southern Sudan who provided guidance and arranged facilities for the fourteen survey teams, each consisting of senior government officials drawn from the SPLM, serving officials of the erstwhile CCSS and officials of State Governments, which fanned out across Southern Sudan to identify and record all public service personnel from November 2005 till January 2006. The data processing and analysis were subsequently done by m/s Computer Feeds Ltd. and Ecotech Consultants.

This survey of Public Service personnel is one of the most recent efforts to record the quantity and quality of human resources available in Southern Sudan. However, it is distinguished by its comprehensive scope and extensive database. It is accordingly a valuable input into policy making and especially the integration of the public service.

Though the survey was completed in January 2006 and the data processing and analysis by May 2006 this report is being published with a lag. However the data and conclusions still remain valuable and useful.

A number of policy conclusions emerge from this survey. The results highlight that while the aggregate supply of human resources is sufficient for the needs of the public sector, personnel are spread unevenly across States, Counties and functional areas. Optimal usage of human resources will accordingly call for a Public Service Policy which facilitates transfer of human resources from surplus areas to deficit areas where they are sorely needed. More importantly, there is likely to be a short supply of personnel for

highly specialized services like health services, education, agriculture and rural development and technical disciplines like engineering services. The Public Service Regulations would have to be responsive to these requirements.

Educational attainment levels are not very high and efforts will have to be made to quickly upgrade human capacity. Similarly, language skills are less than adequate and all personnel would have to be made proficient at bilingual functioning.

The bulk of the resources available are relatively young. Developing their skills and professional capacity therefore is not only desirable but also viable.

While the gender ratio, in aggregate, is not very divergent from the ratio of 25% representation for women recommended in the Interim Constitution, an analysis of gender responsiveness of the public service indicates the need for improving representation, especially in managerial and decision making positions. A proactive Public Service Policy is consequently called for.

The analysis of job experience indicates that significant numbers either have less than three years experience or more than ten years experience at their current jobs. This may be an indicator of excessive and simultaneously inadequate mobility at either end of the range. Adequate job mobility with merit based growth for personnel will be a priority. These are some of the primary policy implications which emerge from the survey.

Completion of the survey process was achieved under the guidance of Hon. David Deng Athorbei after he joined office as the Minister of Labour Public Service and HRD, GoSS in October 2005 and the CVC benefited immensely from his advice and support.

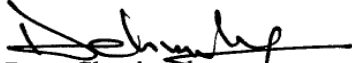
I would like to record my highest appreciation for the efforts made by my colleagues in the CVC; Messers Jaden Tangun Emilio, Francis Latio Michael, Brigadier Juac Nathan Garang, Brigadier general Ruben Garang Yuol, Cdr. Arum Mau Chot and Major Gen. Cengkue Mading and the members of the survey teams which conducted the survey with diligence and dedication.

I also record appreciation for the efforts of Sanjeev Ahluwalia, Senior Advisor, Capacity Building & Public Sector Governance deputed to this Ministry by the LICUS programme of the World Bank, Ronald Hackett and John Wheeler of Bearing Point/USAID who were the Advisors for this project.

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I also place on record my appreciation for the support provided by the Capacity Building Trust Fund for Southern Sudan (CBTF), USAID and the LICUS Trust Fund Grant of the World Bank. Dr Vivek Srivastava of the World Bank provided able guidance and supervision for which we are thankful.

Finally the consultants for data entry and analysis; Ms Computer Feeds Limited and Ecotech Consultants are to be commended for their accurate data processing and incisive analysis.



Deng Chuol malang

Coordinator

Coordination and verification Committee

Government of Southern Sudan

## Abbreviations and acronyms

CANS	Civil Authority for the New Sudan
CCSS	Coordinating Council of Southern States
CVC	Coordination and Verification Committee
GoSS	Government of Southern Sudan
LICUS	Low-Income Countries under Stress
NGO	nongovernmental organization
SPLM	Sudan People’s Liberation Movement
USAID	United States Agency for International Development

## Background information and glossary

**Government of Sudan.** The national Government of Sudan prior to the signing of the Comprehensive Peace Agreement (2005).

**Government of Southern Sudan.** Government administering the 10 states of Southern Sudan.

**Government of National Unity of the Republic of Sudan.** The federal Government formed subsequent to the signing of the Comprehensive Peace Agreement.

**Coordinating Council of Southern States (CCSS).** Employer of all public service employees working in Southern Sudan under the Government of Sudan prior to the formation of the Government of Southern Sudan.

**Civil Authority for the New Sudan (CANS).** Administrative body set up by the Sudan People’s Liberation Movement (SPLM) in 1996.

**Public service.** Includes all civilian employees of CCSS and CANS and the organized forces working under CCSS and CANS.

**Functional area or ministry.** The broad area in which an employee is working; it may include groups of departments or ministries with broadly similar functions.

**Organized services.** Personnel in police, wildlife, fire, and prison sectors.

**Classified employees.** Categories of personnel in super scale, administration and professional, and subprofessional groups, or in grades 1-10, 12, and 14.

**Unspecified employees.** Skilled employees in grades 11, 13, and 15; and unskilled employees in grades 16 and 17.

## Executive summary

### Introduction

In order to establish a sound basis for the development of an efficient and effective public service that is responsive to the needs and aspirations of the people of Southern Sudan, the newly established Government of Southern Sudan undertook a human resource survey, funded by the World Bank, of all personnel currently serving in the public sector. The survey covered all serving public service personnel in the classified grades, including in the organized services (police, wildlife, prison, and fire services), and personnel seconded to nongovernmental organizations by the Civil Authority for the New Sudan (CANS), initially established in 1996 as an organ of the Sudan People's Liberation Movement (SPLM), and the Coordinating Council of Southern States (CCSS). Personnel at all three levels of government – ministries and central agencies, states, and counties – were surveyed.

The main objective of the survey was to compile a database for use in developing a payroll and as part of a wider scheme to establish a comprehensive training program and human resource development program in the medium term. The survey was also intended to facilitate the compilation of data required for initiating the process of formal appointment of public service personnel, and for formulation of adequate and appropriate conditions of service for public servants.

The survey was undertaken by integrated teams of officials drawn from CANS and CCSS and staff of the organized forces, reinforced by local enumerators, who collected information from all states under the overall direction of the Coordination and Verification Committee constituted by the vice president of Southern Sudan.

### Key findings

This report presents the results of the survey in five key areas: (a) educational characteristics of the respondents; (b) their proficiency in English, Arabic, and other languages; (c) their categories of employment according to employing authority (CANS or CCSS), grade, age group, and gender; (d) their experience in terms of years in public service; and (e) the number of retiring serving public service personnel by grade and the projected year of their retirement. The following summarizes some of the main outcomes of the report:

- Out of a total of 62,172 forms received from respondents, 32,865 (52.9%) were from CANS and 29,307 (47.1%) from CCSS.
- The distribution of personnel across states was not uniform. Central Equatoria state had the largest proportion of total serving public service personnel at 20.4%, while Unity state had the lowest at 5.3%.
- Distribution of personnel across counties was again not uniform, with 80% of the serving public service personnel concentrated in 31 of the 122 counties.
- Broad functional areas with the highest numbers of serving public service personnel were police, prisons, and security, with 27.7% of the total; education, 21.1%; and health,

9.4%. Technical/engineering and agriculture had the lowest numbers of serving public service personnel at 3.4% and 3.7% respectively.

- Educational attainment levels were found to be low: 26,474 serving public service personnel (42.5% of total respondents) had only early education; 18,016 (29%) had secondary and postsecondary education; while only 3,407 (5.5%) had a graduate degree or higher level of education. 14,276 respondents (23%) did not specify their educational qualifications.
- 25,817 respondents (41.5% of the total) gave their proficiency in spoken English as good or excellent, with 12% classified as excellent. The highest levels of proficiency were found in Central Equatoria. Proficiency in written English was lower than for spoken English.
- It was found that a higher number of respondents spoke Arabic than spoke English, though the difference was not great (44,679 versus 40,260). Highest levels of facility with Arabic were found in the states of Upper Nile, Central Equatoria, and Western Bahr el Ghazal.
- Some of the respondents could speak and write only in local languages, including Dinka, Nuer, Bari, Shilluk, Moru, Madi, Zande, Acholi, and Balanda.
- Considerable gender imbalance was identified in public service employment. Of 55,542 public service personnel reporting their gender, 19.2% were women. The percentage of female personnel among CANS staff was lower than the average, at 14.4%; among CCSS staff the figure was 24.7%.
- Gender analysis by functional area found that education, science and technology, police, prisons and security, and health sectors had above-average proportions of female employees. Among the ministries, the Ministry of Education, Science, and Technology had the highest proportion of female employees at 22%, followed by the Ministry of Police, Prisons, and Security (21.3%) and the Ministry of Health (16.2%).
- Gender analysis by job level found that, of total personnel serving at super scale and professional grades, 16.6% were women and 72.4% were men (11% unspecified).
- As regards the age of serving public service personnel, a high proportion (26,564, or 42.7%) were aged 16–35 years. It was notable that 678 respondents gave their age as below 16 years, which is the minimum age for employment in government. Similarly, 2,314 respondents should have retired by the year 2005 but claimed to be in service.
- An analysis by job category showed teachers to be the largest employment group (7,802), followed by police officers (7,549). As regards length of service, 31,874 serving public service personnel had less than three years' experience in their current job, while 8,413 had over 10 years' experience.

## Recommendations

It is recommended that the Government of Southern Sudan use the results in formulating policies on human resource development and improving the welfare of serving public service personnel, with particular attention to the following areas:

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- Recruitment, retirement, and transfer policies for serving public service personnel, taking into consideration regional and sectoral imbalances
- Formulation of policy for education, training, and upgrading skills
- Examining gender inequality in employment and taking affirmative action
- Establishment of a human resource planning commission to review human resource planning
- Review of remuneration of serving public service personnel and of labor laws, including those concerning child labor.

Given that the current survey was a benchmark survey, it is also recommended that a follow-up survey be conducted after two years.

## **1. Introduction**

### **1.1 Background**

Following the signing of the Comprehensive Peace Agreement by the Sudan People's Liberation Movement (SPLM) and the Government of Sudan on 9 January 2005, one of the immediate challenges for the newly formed Government of Southern Sudan is to establish a basis for the development of an efficient and effective public service that is responsive to the needs of the people of Southern Sudan. In response to this challenge, the Government of Southern Sudan set up an empowered Coordination and Verification Committee (CVC) to undertake a personnel survey of the public service sector. The survey logistics and printing of the survey form were supported by the Capacity Building Trust Fund of Southern Sudan, with technical assistance from the United States Agency for International Development (USAID) and support from the World Bank under its Low-Income Countries under Stress (LICUS) Trust Fund Grant for Capacity Building for Development in Postconflict Sudan (TF054471). The survey enumerated the human resources in the public sector, providing essential data to support the capacity building that is an essential part of the regeneration of the public service sector following over two decades of civil war. This report presents the results of the survey.

### **1.2 Scope of the work**

The terms of reference for the assignment require a detailed survey of:

- All serving public service personnel belonging to the organized public service under the Coordinating Council of Southern States (CCSS) and the Civil Authority for the New Sudan (CANS), comprising police, wildlife, prison, and fire services
- All serving public service personnel seconded to nongovernmental organizations (NGOs) by the Government
- All classified civil servants working in the Government of Southern Sudan, including at the state and county levels, in the following categories:
  - Regular serving public service personnel who would be eligible for pension on retirement
  - Retired personnel who have been rehired on fixed-term contracts
  - Retired serving public service personnel on consolidated terms of service
  - All serving public service personnel of CANS working in secretariats and in counties.

The survey was conducted through the use of survey forms, which were then conveyed to the consultants.

### **1.3 Objectives of the survey**

In accordance with the terms of reference, the objectives of the survey of serving public service personnel in Southern Sudan were categorized as follows:

### **1.3.1 Immediate objectives**

To compile a database to provide for:

- The appointment of serving public service personnel
- The development of a payroll.

### **1.3.2 Medium-term objectives**

- Initiating steps towards an eventual integrated personnel and payroll database
- Compiling basic information for facilitating the development of a comprehensive program of training and enhancement of the capacity of human resources
- Initiating the compilation of data required for the formulation of policies for meeting the future human resource requirements of the Government of Southern Sudan, and adequate and appropriate conditions of service for public servants.

It was intended that the assignment, while delivering the central objectives, would also assist in building the capacity of private consultants working in Southern Sudan, providing avenues for employment and valuable experience to professionals from Southern Sudan, and developing the capacity of the Government for the long-term management of its human resources.

## **1.4 Chapter plan**

The report is presented in four chapters. Chapter 1 covers the background and introduction to the exercise, outlines the scope of the assignment, and presents the objectives of the survey, as prescribed in the terms of reference.

Chapter 2 presents the survey methodology and the scope of the work, discusses the survey design, and reports the response rates. It also summarizes the organizational structure of the survey, discusses the process of presurvey training and data collection, and details the methodology for data processing. The chapter concludes with comments on the aggregation and reliability of the results.

Chapter 3 analyzes the results of the survey in detail, and considers a number of the characteristics of the body of serving public service personnel, including their geographic deployment by state, county, or institution; level of educational attainment (early education, primary, secondary, university and postgraduate); proficiency in spoken and written English, Arabic, or other languages; gender and age distribution; functional area of work, grade attained, and origin of employment (CANS or CCSS); and years of experience and projected date of retirement.

Chapter 4 draws conclusions and makes recommendations based on the survey results.

## 2. Survey methodology

### 2.1 Survey coverage

The survey of the serving public service personnel in Southern Sudan covered:

- All serving public service personnel belonging to the organized public service under CCSS and CANS, comprising police, wildlife, prison, and fire services
- All serving public service personnel seconded to NGOs by the Government
- All classified civil servants working in the Government of Southern Sudan, including at state and county levels, in the following categories:
  - Regular serving public service personnel who would be eligible for pension on retirement
  - Retired personnel who have been rehired on fixed-term contracts
  - Retired serving public service personnel on consolidated terms of service
  - All serving public service personnel of CANS working in secretariats and in counties.

A total of 62,172 serving public service personnel responded to the survey. About 1,500 forms from Western Bahr el Ghazal state were misplaced by the air transporters and hence could not be incorporated into the survey.

### 2.2 Survey form

The survey form gathered information in four main categories:

- a. **Demographic background.** Sections A-D included questions on source of employment, location of respondent, personal information (for example date of birth), and marital status.
- b. **Education background.** Section E solicited information on the respondent's educational background, including level of education achieved and proficiency in English, Arabic, or other languages.
- c. **Work experience.** Section F covered the respondent's work experience, including vertical mobility since entering the work force.
- d. **Employment status.** In section G additional details were sought on the employment status of serving public sector personnel, including category of employment, and whether they were in pensionable employment, or pensioners currently working on contract, or consolidated workers.

### 2.3 Design and execution of the survey<sup>1</sup>

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<sup>1</sup> This section is based on information collected from the Government of Southern Sudan by the consultants.

### **2.3.1 Survey design**

The survey was a total count and analysis of all known employees of CANS and CCSS, including those seconded to NGOs. It was conducted in all the states of Southern Sudan, each state being treated as a stratum of public service personnel. The survey form was refined through consultations with officials of the Government of Southern Sudan and tested with vertically integrated segments of CCSS and CANS civilian officials and organized service officials on 11 and 14 October 2005 respectively. The suggestions received during these test runs were incorporated into the survey form. The learning from experience of the Government of Tanzania, which had conducted a similar survey earlier, was also incorporated. The draft survey form was further discussed in a workshop on 24 and 25 October 2005, in which all the members of the verification teams and selected donors and consultants participated. On the basis of the suggestions received during the workshop the survey form was further revised prior to printing.

### **2.3.2 Survey technique**

The survey technique used was a stratified census of the public service personnel of the Government of Southern Sudan. As commonly found in similar research exercises involving complete count (census) coverage there were instances of nonsampling error, particularly nonresponse, which can require adjustments for respondents who could not be reached or who declined or were unable to provide the required information. However, since this was the first survey recording the number of public service personnel, no clear estimate of personnel was available against which the number of responses could be judged. A correction factor for nonresponse has therefore not been used.

### **2.3.3 Execution of survey**

The survey of the serving public service personnel in Southern Sudan was conducted under the order of the vice president of Southern Sudan. On 6 October 2005 an administrative order was issued appointing a seven-member Coordination and Verification Committee (CVC), headed by Mr. Deng Chuol Malang (coordinator) and Mr. Jaden Tangun Emilio (secretary). The membership of the committee is given in appendix A. The CVC was empowered to take all administrative steps necessary to execute the survey, guided by the twin objectives of economy and efficiency. The CVC functioned in close consultation with state governors and county commissioners. The cooperation of state governors was sought first by the vice president of Southern Sudan on 6 October 2005, when he informed them in writing of the formation of the CVC and the task to be performed, requesting their assistance in making local logistical arrangements. The letter to the governors is available in appendix B.

A detailed route chart for the transportation of the teams around the areas to be surveyed was drawn up, based on discussions during the workshop of 24 and 25 October 2005 and amended as necessary. Wherever required, due to the prevailing situation, waterlogging, or inadequate road infrastructure, air charter services were used. The entire operation was managed, monitored, and implemented by the CVC with assistance from the senior adviser, supported by capacity building provided to the Ministry of Labor, Public Service, and Human Resource Development under the LICUS program. The entire cost of logistics and transportation of the teams and the printing of the forms was financed through the Capacity Building Trust Fund.

During the two-day workshop held at Juba on 24 and 25 October 2005, prior to the departure of the teams, detailed guidelines to be followed by the verification teams were discussed and finalized with a view to minimizing discretion in completing the forms and ensuring uniformity in the survey process. A copy of the guidelines is to be found in appendix C. The workshop familiarized around 40 participating officials with the survey process, the structure of the survey forms, and the logistics involved. The LICUS program supported the travel arrangements and conferencing costs, and provided technical support for the workshop.

The opening of the workshop on 24 October coincided with the formation of the first full Government of Southern Sudan, including 22 ministries. Mr. David Deng, the appointed Minister for Labor, Public Service, and Human Resource Development, addressed the workshop and provided encouragement and guidance to the participants. His address is to be found in appendix D. The workshop achieved the following results:

- It provided a forum for close interaction between CANS (SPLM) and CCSS cadres, thereby encouraging early integration and coordinated action.
- It facilitated wide consultation with participants on the validity and appropriateness of the survey form, the guidelines, and the administrative arrangements for the survey.

The revised survey form, incorporating the suggestions received in the workshop and after approval by the CVC, was printed in 75,000 copies received between 1 and 3 November 2005. The survey commenced in Juba and other locations in the first week of November and occupied 7 to 21 working days, depending on the area to be covered by each team.

Twelve verification teams were initially created, consisting of two senior officials from CCSS and CANS and the local commanding officer of the police establishment. Each verification team was allocated one state, while one team was assigned to the CANS and CCSS secretariats and another team to verification of the officials posted at Khartoum. The teams were reinforced by selected locally based people who acted as enumerators in each state. In the workshop of 24 and 25 October it was felt that the number of locations and other difficulties in Jonglei and Upper Nile states required the deputation of two separate teams for each of these states; this was implemented with the approval of the CVC. The teams were provided with sufficient financial resources to hire local transport and enumerators.

Completed returns were submitted to the CVC at Juba on return of the teams, which were debriefed individually by the CVC. The debriefing guidelines are to be found in appendix E, and the members of the survey teams are listed in appendix F. The survey forms were aggregated at Juba for further scrutiny and subsequent transmission to the consultants for analysis.

## **2.4 Data processing**

### **2.4.1 Survey forms and computer hardware and software**

A total of 62,172 forms were received by the consultants from the client between December 2005 and January 2006. The consultants then proceeded to set up the necessary hardware and software for data entry and processing.

A computer network was established with one central server and 16 work stations. Data were captured through the work stations and stored in the database located in the central server. The

consultants developed the application software for capturing the data using the PowerBuilder development tool and Microsoft SQL 2000, while data capture reports were developed using the Crystal Reports 9 generator.

The software was designed in two parts: the user interface design, which deployed graphics, making the interface more user friendly; and the database design. Pull-down menus were used for both software and the reports. The data input menu contained one basic screen, which was designed to conform to the layout of the survey form for ease of data entry. The system also had in-built data integrity and data validation checks, and look-up tables for states, counties, ministries, and grades or ranks to facilitate data entry and elimination of errors.

The report menu contained options for printing 17 reports of the vertical segmentation and 6 reports of the horizontal segmentation, as specified in the terms of reference, together with an option for generating ad hoc reports, while the database design involved the creation of six tables (files) with the necessary fields for storing data. Thus, each of the data elements in the survey form was stored in these fields.

Of the 16 work stations, 13 were used for data entry while 3 were used for data verification. On completion of data entry, the particular datasets were statistically analyzed using Microsoft Excel and SPSS software.

Figure 1 is a flow chart showing how the survey forms were received and processed, and figure 2 shows the flow of data entry processes.

Figure 1. Receipt and processing of survey forms (flow chart)

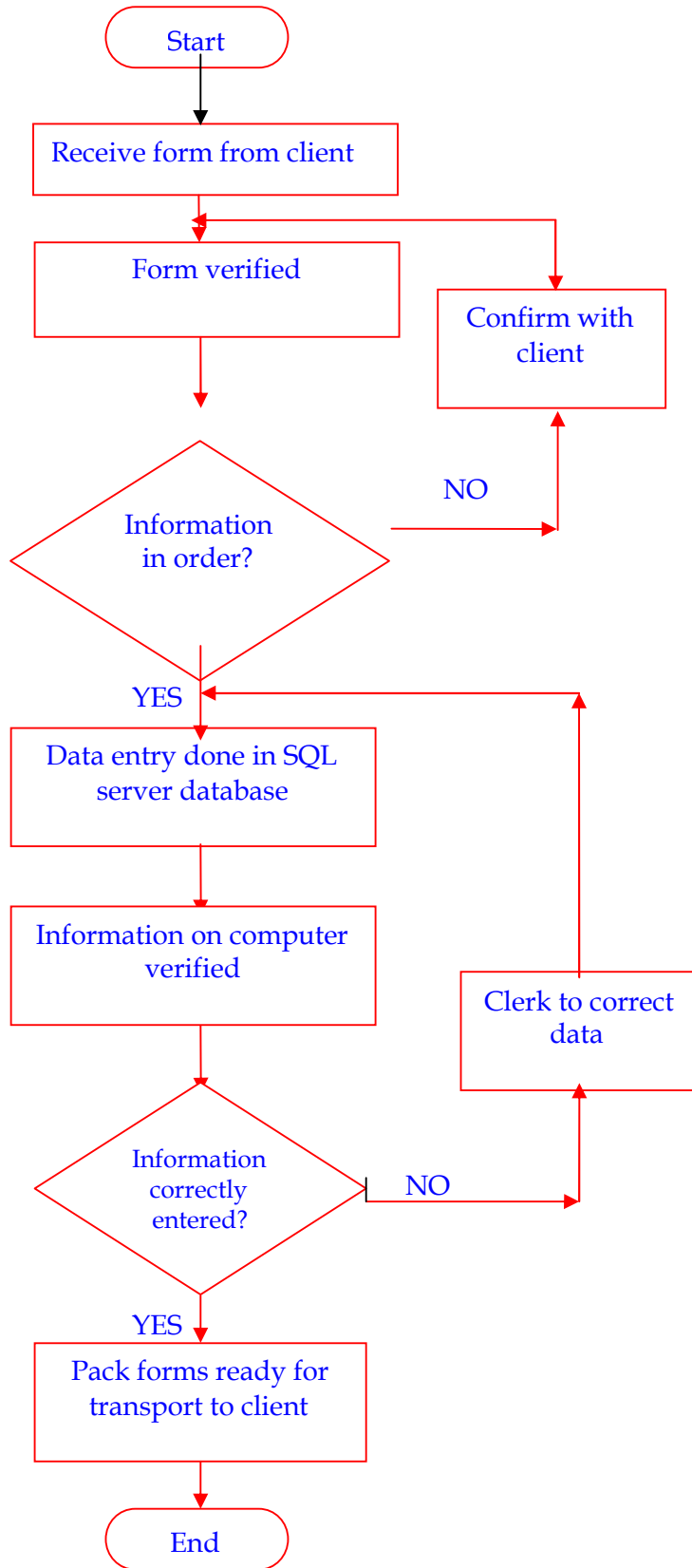
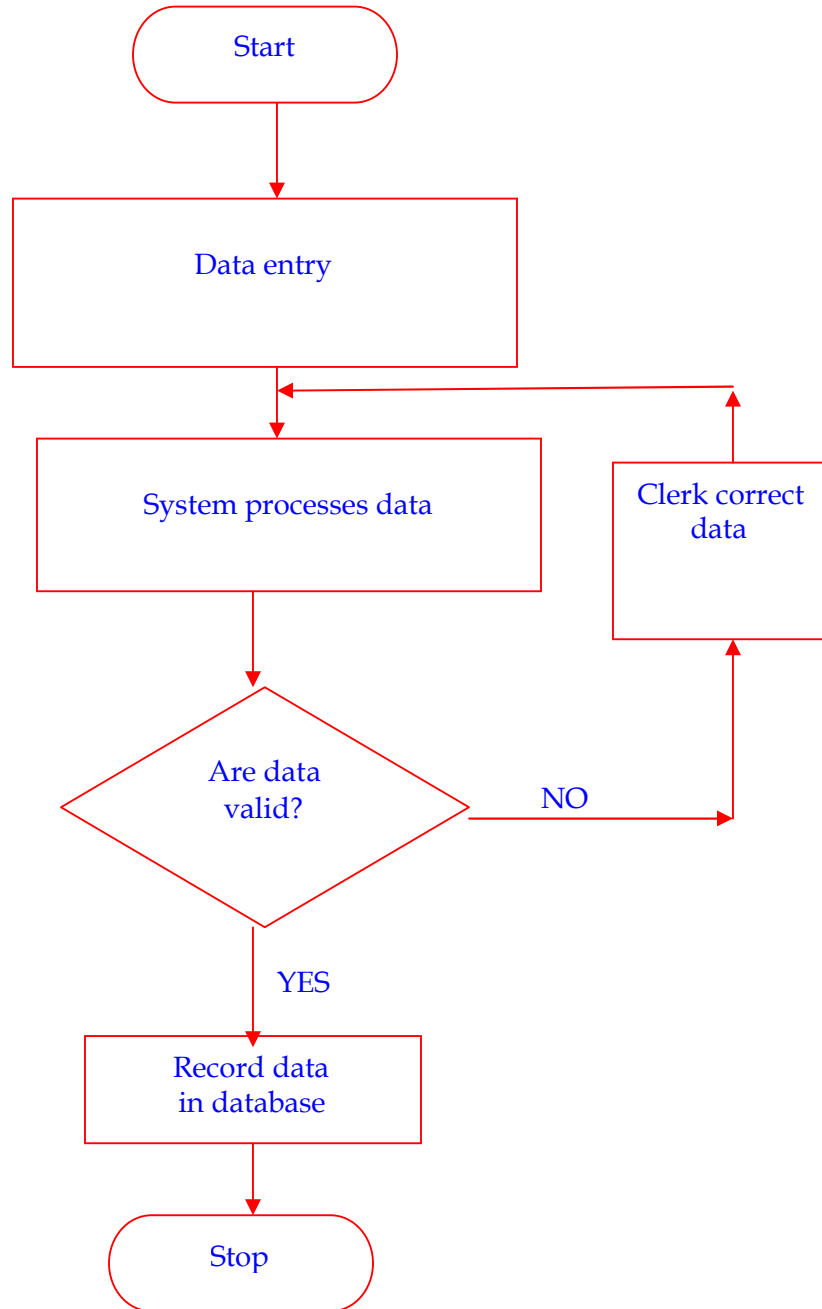


Figure 2. Data entry processes (flow chart)



## 2.4.2 Data discrepancies and omissions

A number of data discrepancies and omissions were identified. Several respondents failed to provide information specified in the form, for example indication of employing authority (CANS or CCSS), grade or rank, date of birth, marital status, or gender. Various efforts were made to rectify these omissions. Appendix G lists response rates for each item in the form. In addition, about 1% of forms had duplicate serial numbers or no serial numbers at all.

Examination of the response rates for the main sections of the form revealed the following:

**Section A: Source of employment.** Of total respondents, 98.2% stated the institution where they were employed (ministry, department, and so on).

**Section B: Location.** The level of response in this section was high at 98.3%, with 96.4% of the respondents stating the county in which they were located.

**Section C: Personal information.** The information sought in this section was date and place of birth. The response rate for date of birth was 97.2%, and for place of birth 88.5%.

**Section D: Marital status and gender.** The response rate for marital status was 91%, and for gender 89.2%.

**Section E: Educational qualification.** The overall response rate for educational qualification was 99.2%, though details were poor. For example, only 59.2% of respondents stated the year in which they finished early education, and 68.1% the year in which they finished secondary education. The low response rate may have been due to the fact that the details on what information was required were contained in the guidelines for the survey team, rather than on the form itself. The guidelines indicated that verification of certification would be undertaken later, when respondents will be required to produce their certificates. The response rate on proficiency in languages spoken and written was high at almost 100%. However, the data processing team noted that there were a few forms that had all the options circled for both speaking and writing skills. In such cases, the highest option was recorded in the database.

**Section F: Work experience.** The response rate for date of first appointment was high at 92.1%, while that for name of state where first appointed was lower at 84.1%. In addition, 90.1% of the respondents stated their job titles, and 99.3% their current supervisors. However, response on file number and personnel number was very low at 60.2%, implying that supervisors were unable to provide this information as directed in the guidelines. During data cleaning, 36.4% of the records on grade were changed.

Overall, 90% of the information sought by the survey was captured using the responses given by the applicants.

In general, it was considered that many of the discrepancies and omissions could have been avoided had the consultants participated in the design of the data collection process, potentially improving the quality of the data and of their processing.

### 3. Survey results

#### 3.1 Introduction

As indicated in chapter 1, the primary objective of the public service survey conducted in Southern Sudan in 2005 was to provide a statistical database to enable quantification of various human resource components that are vital for economic development. This chapter gives the results of the survey.

#### 3.2 Geographic deployment of serving public service personnel

##### 3.2.1 Distribution of serving public service personnel by origin of employment and state

The serving public service personnel covered during the survey totaled 62,172, of whom 32,865 (about 53%) were from CANS and 29,307 (43%) were from CCSS (table 1). Analysis of serving public service personnel by origin of employment showed that CCSS had more serving public service personnel in Central Equatoria, Upper Nile, and Western Bahr el Ghazal than did CANS, while CANS had greater numbers in the states of Lakes, Warab, Western Equatoria, Northern Bahr el Ghazal, Jonglei, and Eastern Equatoria. Central Equatoria had the highest numbers of personnel, with 20.4% of the total, followed by Upper Nile (10.5%) and Lakes (10.2%), while Unity and Western Bahr el Ghazal had the lowest with 5.2% and 6.4% respectively. Figure 3 shows the distribution of serving public service personnel expressed as a percentage of the total surveyed, while figure 4 shows the distribution of CANS and CCSS personnel by state, expressed as percentages of each state's total.

**Table 1. Distribution of serving public service personnel by state and origin of employment**

States	CCSS		CANS		Total	
	No.	%	No.	%	No.	%
Central Equatoria	7,368	11.85	5,318	8.55	12,686	20.41
Upper Nile	6,351	10.22	152	0.24	6,503	10.46
Lakes	1,802	2.90	4,567	7.35	6,369	10.24
Warab	1,198	1.93	4,964	7.98	6,162	9.91
Western Equatoria	1,463	2.35	4,298	6.91	5,761	9.27
Eastern Equatoria	1,599	2.57	4,055	6.52	5,654	9.09
Northern Bahr el Ghazal	1,683	2.71	3,946	6.35	5,629	9.05
Jonglei	1,162	1.87	3,234	5.20	4,396	7.07
Western Bahr el Ghazal	3,787	6.09	197	0.32	3,984	6.41
Unity	1,855	2.98	1,410	2.27	3,265	5.25
Central level (GoSS)	515	0.83	587	0.94	1,102	1.77
Unspecified	524	0.84	137	0.22	661	1.06

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<b>Total</b>	<b>29,307</b>	<b>47.14</b>	<b>32,865</b>	<b>52.86</b>	<b>62,172</b>	<b>100.00</b>
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Figure 3. Origin of employment of serving public service personnel (by state, % of total)

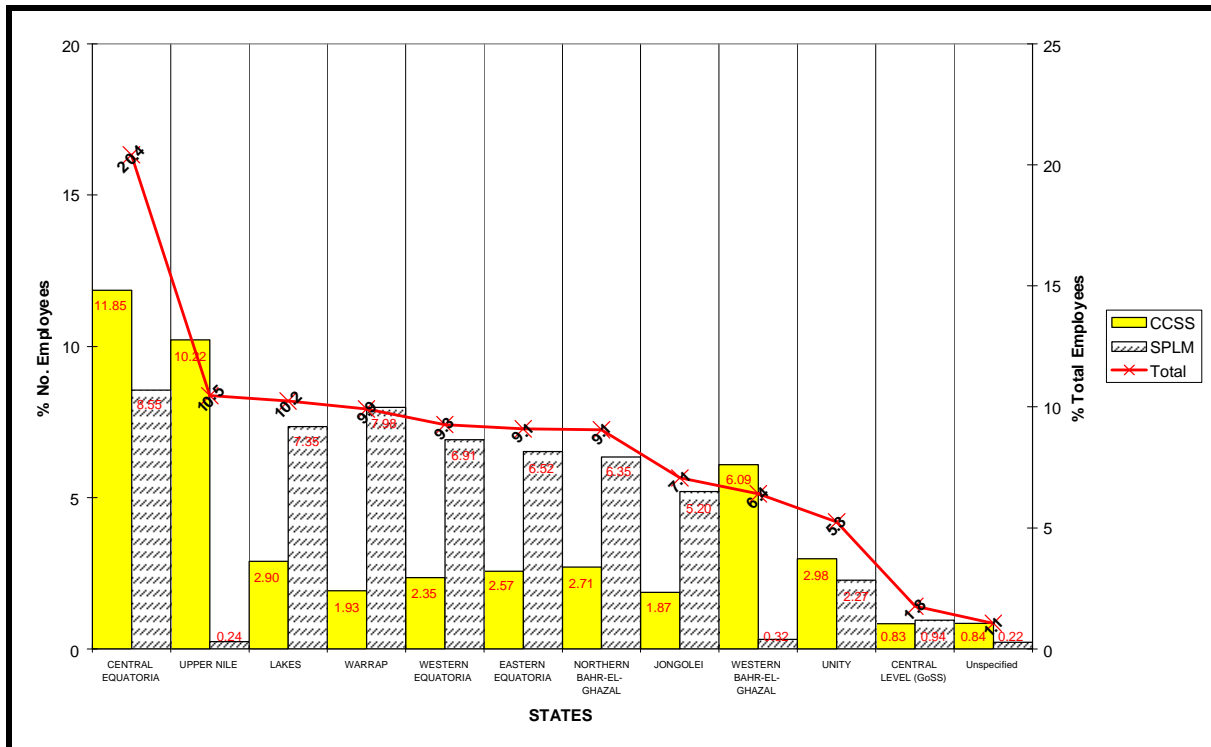
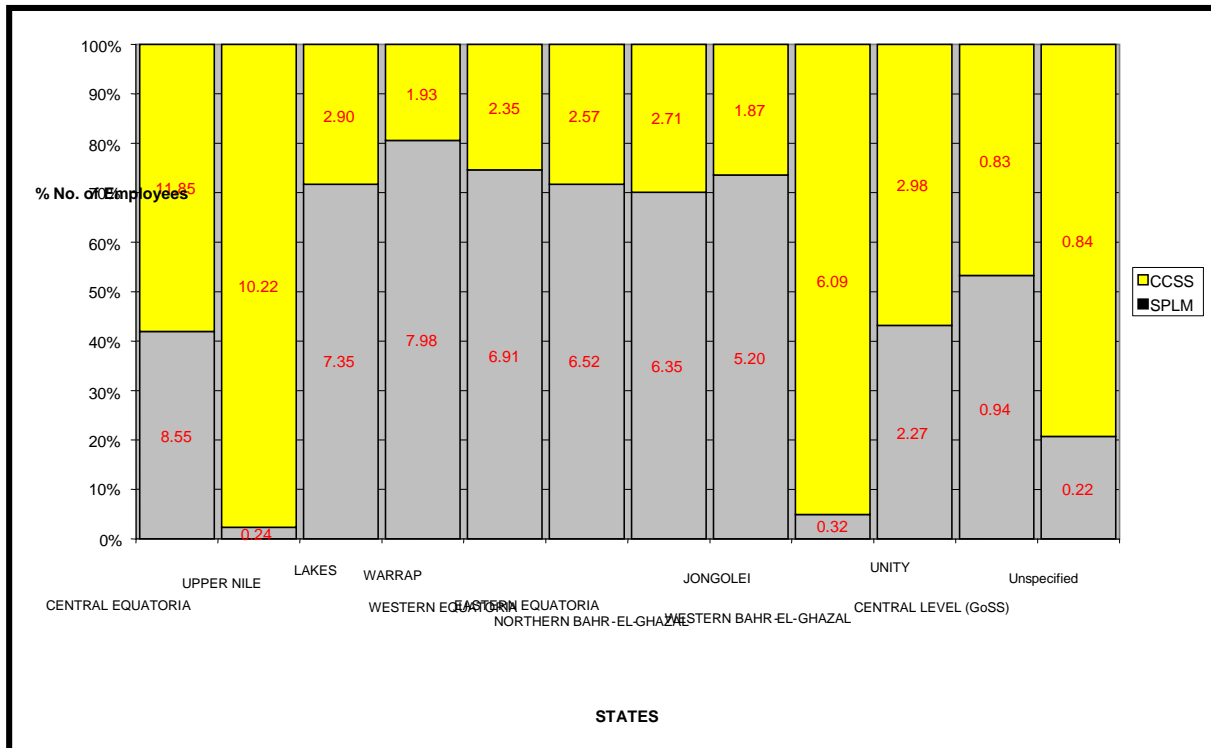


Figure 4. Origin of employment of serving public service personnel (by state, % of state total)



### 3.2.2 Ranking of serving public service personnel by state, functional area or ministry, and grade

The distribution of serving public service personnel in various states was ranked into three categories, high, average, or low, according to the number of personnel in functional areas or ministries, and in different grades. The maximum and minimum number of personnel in functional areas or ministries was computed to give ranges. The maximum and minimum numbers for each rank was calculated as approximately one third of the range, depending on the actual numbers of public serving personnel in each functional area or ministry, and grade. It was from these figures for numbers of personnel that the states were ranked. The results of the ranking methodology used are shown in table 2.

**Table 2. Results of ranking methodology**

Sector	Rank	Max.	Min.	Range
Agriculture	High	458	295	441
	Average	294	148	
	Low	147	17	
Education, science, technology	High	2,266	1,455	2,181
	Average	1,454	728	
	Low	727	85	
Environment & wildlife conservation	High	704	456	682
	Average	455	228	
	Low	227	85	
Finance & economic planning	High	1,029	667	999
	Average	666	334	
	Low	333	30	
Health	High	1,356	887	1,329
	Average	886	444	
	Low	443	27	
Local government	High	1,229	803	1,203
	Average	802	402	
	Low	401	26	
Police, prisons, security	High	3,281	2,184	3,275
	Average	2,183	1,093	
	Low	1,092	6	
Technical/ engineering	High	402	246	367
	Average	245	123	
	Low	122	35	
Others	High	4,166	2,681	4,020
	Average	2,680	1,341	
	Low	1,340	146	

All functional areas/ministries	High	12,686	8,018	12,026
	Average	8,017	4,010	
	Low	4,009	660	
Super scale	High	348	222	332
	Average	221	112	
	Low	111	16	
Administrative & professional	High	835	535	801
	Average	534	268	
	Low	267	34	
Subprofessional	High	561	361	540
	Average	360	181	
	Low	180	21	
Unspecified	High	10,942	6,912	10,366
	Average	6,911	3,456	
	Low	3,455	576	

The pattern of distribution of serving public service personnel revealed three distinct categories of state:

- States that had a low number of serving public service personnel in six functional units (ministries)
- States that had an average number of serving public service personnel in the same ministries
- States with a high number of serving public service personnel in selected ministries (functional units).

These results are presented in tables 3, 4, 5, and 6. The states have been ranked according to the number of personnel they have in each functional area or ministry. It should be noted that the relative size of the public service sector varies from state to state according to population or other factors. However, the relative size of the serving public service personnel sector has significance only where the distortions are of an extreme nature.

**Table 3. Number of states in personnel categories, by functional area or ministry**

Category	Agriculture	Education, science & technology	Environment & wildlife conservation	Finance & economic planning	Health	Local govt	Police, prisons & security	Technical/engineering	Others	No. of serving personnel
High	2	4	2	1	2	2	3	2	1	1
Average	5	3	6	1	3	4	3	4	0	7
Low	3	3	2	8	5	4	4	4	9	2

**Table 4. Number of states in personnel categories, ranked by grade**

Category	Super scale	Admin. & prof.	Subprofessional	Unspecified
High	1	2	2	1
Average	4	3	5	7
Low	5	5	3	2

**Table 5. Personnel categories by state, ranked by functional area or ministry**

State	Agriculture	Education, science & technology	Environment & wildlife conservation	Finance & economic planning	Health	Local govt	Police, prisons & security	Technical/engineering	Others	No. of serving personnel
Central Equatoria	High	High	High	Average	High	High	Average	High	High	High
Eastern Equatoria	Average	High	Average	Low	Average	High	Low	Average	Low	Average
Jonglei	Average	Low	Average	Low	Average	Average	Average	Average	Low	Average
Lakes	Low	Average	High	Low	Low	Average	High	Low	Low	Average
Northern Bahr el Ghazal	Low	Average	Average	Low	Low	Low	High	Low	Low	Average
Unity	Low	Low	Low	Low	Low	Average	Low	Low	Low	Low
Upper Nile	Average	High	Low	High	High	Average	Low	High	Low	Average
Warab	Average	Average	Average	Low	Low	Low	High	Low	Low	Average
Western Bahr el Ghazal	Average	Low	Average	Low	Low	Low	Average	Average	Low	Low
Western Equatoria	High	High	Average	Low	Average	Low	Low	Average	Low	Average

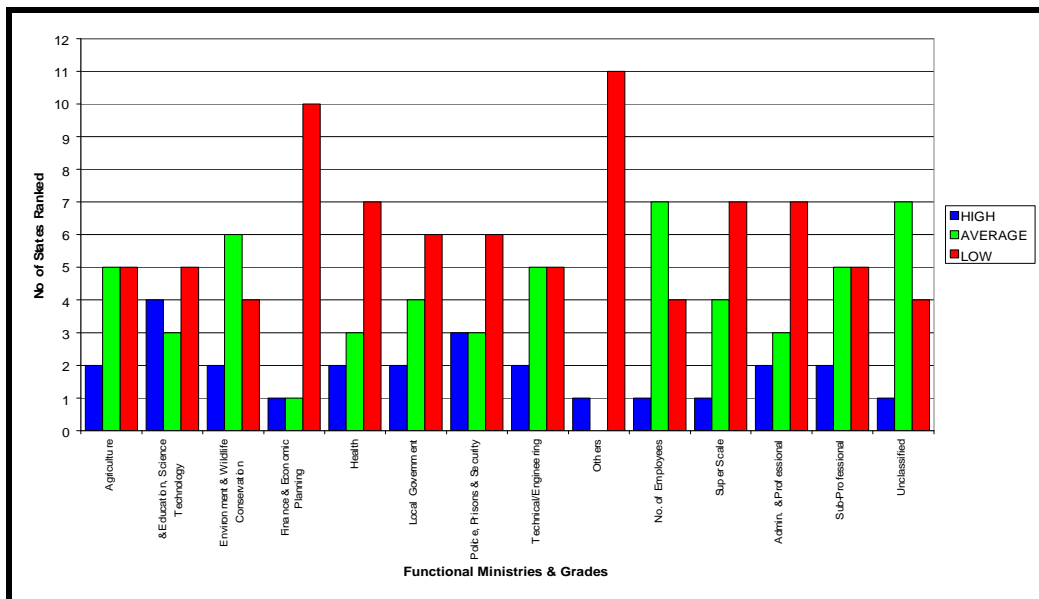
**Table 6. Personnel categories by state, ranked by grades**

State	Super scale	Admin. & professional	Subprofessional	Unspecified
Central Equatoria	High	High	High	High
Eastern Equatoria	Low	Average	Low	Average
Jonglei	Average	Low	Low	Average
Lakes	Low	Average	Average	Average
Northern Bahr el Ghazal	Average	Average	Average	Average
Unity	Low	Low	Low	Low
Upper Nile	Average	Low	Average	Average
Warab	Average	High	High	Average
Western Bahr el Ghazal	Low	Low	Average	Low
Western Equatoria	Low	Low	Average	Average

The deployment of public service employees by grade or rank reflects the level of service they are expected to provide to the population in the various states. The more qualified, high-cadre serving public service personnel deployed in each state, the higher the quality of service they are expected to provide. Figure 5 illustrates the situation graphically. The serving personnel working in the public sector in each state have been grouped and ranked (high, average, low) as shown in table 6. The exercise revealed three categories of state:

- State with high number of serving public personnel: Central Equatoria
- States with average numbers of serving public personnel: Eastern Equatoria, Jonglei, Lakes, Northern Bahr el Ghazal, Upper Nile, Warab, Western Equatoria
- States with low numbers of serving public personnel: Unity, Western Bahr el Ghazal.

**Figure 5. Ranking of number of personnel in states by functional area or ministry, and grade**



The functional area or ministry covering education, science, and technology was ranked high in four states, followed by the police, prisons, and security sector in three states. Functional areas or ministries that were ranked high in two states were agriculture, environment and wildlife conservation, health, local government, and technical engineering. Finance and economic planning was ranked high in one state.

The number of states with average ranking of functional areas or ministries ranged from six to one. Environment and wildlife conservation was ranked average in six states, whereas agriculture and technical/engineering was ranked average in five states. Finance and economic planning was ranked average in one state.

The number of states with low ranking in number of personnel in functional areas or ministries ranged from ten to four. Finance and economic planning was ranked low in ten states, followed by health in seven states and local government and police, prisons, and security in six states. The functional area or ministry concerning environment and wildlife conservation was ranked low in the least number of states (four).

Other observations are as follows:

- Agriculture was ranked high in Central Equatoria and Western Equatoria but low in Lakes, Northern Bahr el Ghazal, and Unity. Education, science, and technology was ranked high in Central Equatoria, Eastern Equatoria, and Upper Nile. However, it was ranked low in Jonglei, Unity, and Western Bahr el Ghazal.
- Local government was ranked high in Central Equatoria and Eastern Equatoria and low in Northern Bahr el Ghazal, Warab, Western Bahr el Ghazal, and Western Equatoria.
- Health was ranked high in Central Equatoria and Upper Nile, and low in Lakes, Northern Bahr el Ghazal, Unity, Warab, and Western Bahr el Ghazal.
- Environment and wildlife conservation was ranked high in Central Equatoria and Lakes. It was ranked low in Unity and Upper Nile.
- Technical engineering was ranked high in Central Equatoria but low in Lakes, Northern Bahr el Ghazal, Unity, and Warab. Police, prisons, and security was ranked high in Lakes, Northern Bahr el Ghazal, and Warab. Finance and economic planning was ranked high in Upper Nile but low in all other states except Central Equatoria, where it was ranked as average.

The rankings of serving public service personnel in states by functional areas or ministries, and by grades, are given in tables 5 and 6.

The super scale grade was ranked as high in one state, Central Equatoria; as average in the four states of Jonglei, Northern Bahr el Ghazal, Upper Nile, and Warab; and as low in other states.

The administrative and professional grade was ranked high in the two states of Central Equatoria and Warab, and was considered to be averagely represented in the three states of Eastern Equatoria, Lakes, and Northern Bahr el Ghazal.

The subprofessional grade was ranked high in the two states of Central Equatoria and Warab, and average in the five states of Lakes, Northern Bahr el Ghazal, Upper Nile, Western Bahr el Ghazal, and Western Equatoria.

### 3.2.3 Distribution of serving public service personnel by number per county

The ranking adopted used three categories: counties with over 500 serving public service personnel, those with 100–500, and those with less than 100. Numbers of counties in each category were 31, 38, and 53 respectively. The cutoff point of 500 was chosen to differentiate those counties with above-average numbers of employees. Table 7 shows this distribution, categorized by origin of employment.

**Table 7. Distribution of serving public service personnel by number per county and origin of employment**

	<b>Numerical categories</b>	<b>CCSS</b>	<b>%</b>	<b>CANS</b>	<b>%</b>	<b>Total</b>	<b>%</b>
1	31 counties with over 500	26,567	42.73	23,069	37.11	49,636	79.84
2	38 counties with 100–500	1,972	3.17	8,895	14.31	10,867	17.48
3	53 counties with less than 100	768	1.24	901	1.45	1,669	2.68
	<b>Totals</b>	<b>29,307</b>	<b>47.14</b>	<b>32,865</b>	<b>52.86</b>	<b>62,172</b>	<b>100</b>

From the statistics, it can be seen that about 80% of the serving public service personnel are concentrated in the 31 out of 122 counties with over 500 personnel, with about 17.5% in the 38 counties with 100-500 personnel. The remaining 53 counties with less than 100 personnel each accounted for less than 3% of total personnel. Table 8 gives the names of the 31 counties with over 500 personnel, with the number of serving public service personnel by their origin of employment.

**Table 8. Counties with over 500 serving public service personnel, by origin of employment**

	<b>County</b>	<b>CCSS</b>		<b>CANS</b>		<b>Total</b>	
		<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
1	Juba	6,652	10.70	792	1.27	7,444	11.97
2	Wau	4,181	6.72	272	0.44	4,453	7.16
3	Kajo Keji	152	0.24	2,989	4.81	3,141	5.05
4	Rumbek	1,228	1.98	1,798	2.89	3,026	4.87
5	Tonga	2,933	4.72	3	0.00	2,936	4.72
6	Yambio	1,067	1.72	1,451	2.33	2,518	4.05
7	None	1,762	2.83	562	0.90	2,324	3.74
8	Aweil	1,423	2.29	729	1.17	2,152	3.46
9	Torit	1,208	1.94	409	0.66	1,617	2.60
10	Maridi	149	0.24	1,398	2.25	1,547	2.49
11	Aweil East	1	0.00	1,491	2.40	1,492	2.40
12	Magwi	138	0.22	1,332	2.14	1,470	2.36
13	Malakal	1,259	2.03	123	0.20	1,382	2.22
14	Gogrial East	297	0.48	1,017	1.64	1,314	2.11
15	Renk	1,213	1.95	2	0.00	1,215	1.95
16	Yei	193	0.31	853	1.37	1,046	1.68
17	Bor	509	0.82	507	0.82	1,016	1.63
18	Twic	19	0.03	994	1.60	1,013	1.63
19	Cueibet	147	0.24	761	1.22	908	1.46
20	Aweil Central	233	0.37	552	0.89	785	1.26
21	Gogrial West	1	0.00	774	1.24	775	1.25
22	Rubkona	745	1.20	21	0.03	766	1.23
23	Mundri	252	0.41	466	0.75	718	1.15
24	Ikotos	38	0.06	651	1.05	689	1.11
25	Mayom	380	0.61	245	0.39	625	1.01
26	Lopa	18	0.03	586	0.94	604	0.97
27	Lainya	17	0.03	537	0.86	554	0.89
28	Budi	26	0.04	522	0.84	548	0.88
29	Tonj	232	0.37	297	0.48	529	0.85
30	Akobo	92	0.15	430	0.69	522	0.84
31	Tonj North	2	0.00	505	0.81	507	0.82

Tables 9 and 10 rank counties by number of serving public service personnel in specified functional areas or ministries; and in specified grades. Further analysis showed that of the 122 counties, Juba, Wau, Kajo Keji, Rumbek, Tonga, Yambio, and Aweil were ranked very high, in that they each had over 2,000 serving public service personnel. These counties combined had a total work force numbering 25,670 (42% of the total work force). Ten counties are ranked high: Torit, Maridi, Aweil East, Magwi, Malakal, Gogrial East, Renk, Yei, Bor, and Twic; each had a work force of between 1,000 and 2,000, with a total for the 10 states of 13,112 (21% of all public serving public service personnel). The other categories of county ranked average were 13 in number and each had a work force of between 500 and 1,000, totaling 8,530, about 14% of serving public service personnel. There were 38 counties ranked low, with between 100 and 500 serving public service personnel, totaling 10,860 personnel, about 18% of the total. The remaining 52 counties, each with less than 100 serving public service personnel, were ranked very low, and accounted for only 1,669 (about 3%) of total personnel. Out of the 62,172 serving public service personnel, 2,323 (4%) did not indicate the names of their counties of employment. Counts of the number of counties in each of these numerical categories, by functional area or ministry and by grade, are given in tables 11 and 12. Figure 6 presents the data graphically.

**Table 9. Counties in different numerical categories by functional area or ministry**

Functional areas/ministries	Very high	High	Average	Low	Very low
Agriculture	Juba		Wau, Yambio	Maridi, Mundri, Renk, Tonga, Torit	All other counties
Education, science & technology	Juba	Tonga	Wau, Yambio	Maridi, Renk, Torit, Aweil East, Magwi, Panjiar, Rumbek, Twic	All other counties
Environment & wildlife conservation	Juba, Wau	Rumbek		Yambio, Magwi, Aweil, Aweil Central	All other counties
Finance & economic planning	Juba, Tonga		Wau, Renk	Rumbek, Yambio, Aweil, Torit, Fashoda, Malakal	All other counties
Health	Juba			Wau, Yambio, Malakal, Tonga, Maridi	All other counties
Local government	Juba		Torit, Magwi	Malakal, Tonga, Aweil, Mayomi, Yei, Bor, Budi, Ikotos, Kaopeta, Rubkona	All other counties
Police, prisons & security	Juba, Wau, Rumbek		Aweil, Aweil East	Yambio, Twic, Cueibet, Gogrial East	All other counties
Technical/ engineering	Juba	Wau, Tonga		Yambio, Torit	All other counties
Other	Kajo Keji			Juba	All other counties
All serving public service personnel	Juba		Kajo Keji, Wau, Rumbek	Tonga, Yambio, Torit, Aweil, Aweil East, Maridi	All other counties

**Table 10. Counties in different numerical categories by grade**

Grade	Very high	High	Average	Low	Very low
Super scale	Juba	Kajo Keji	Rumbek, Aweil East	Tonga, Yambio, Gogrial East, Magwi, Renk	All other counties
Admin. & professional	Juba	Rumbek, Wau	Kajo Keji, Aweil, Twic	Aweil East, Tonga, Yambio, Gogrial East, Torit	All other counties
Subprofessional	Juba	Wau	Kajo Keji, Rumbek, Aweil East	Aweil, Twic, Tonga, Yambio, Gogrial East, Magwi, Cueibet	All other counties
Unspecified	Juba		Kajo Keji, Wau, Tonga	Rumbek, Aweil, Yambio, Magwi, Torit, Maridi	All other counties

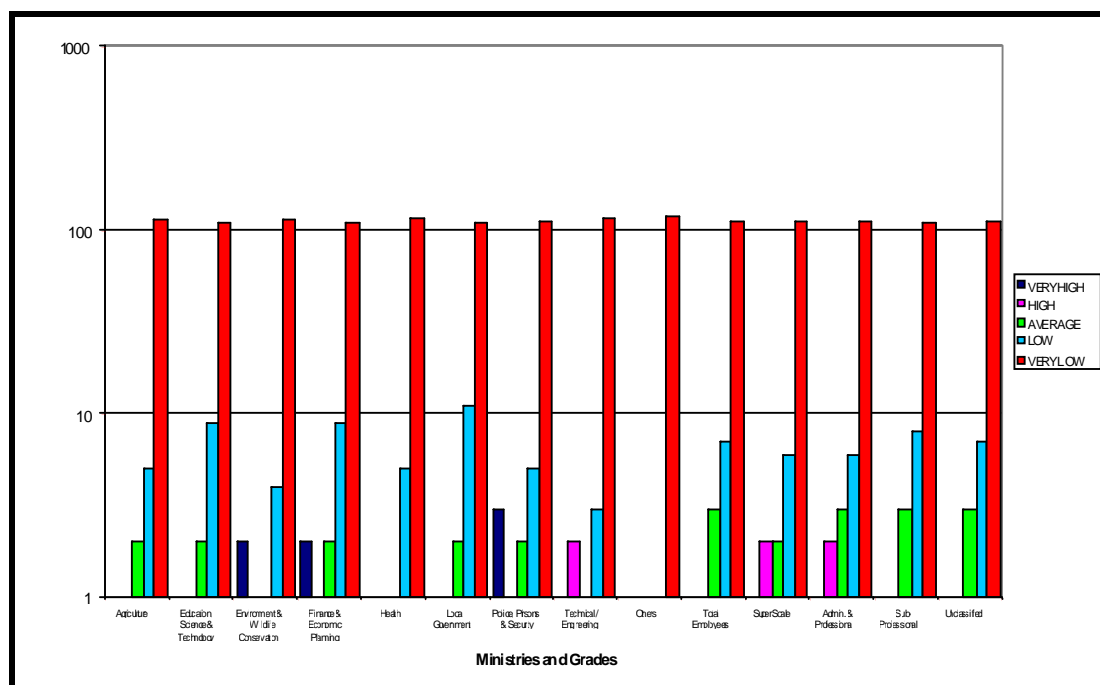
**Table 11. Number of counties in numerical categories, by functional area or ministry**

Numerical category	Agriculture	Education, science & technology	Environment & wildlife conservation	Finance & economic planning	Health	Local govt	Police, prisons & security	Technical/ engineering	Others	Total employees
Very high	1	1	2	2	1	1	3	1	1	1
High	0	1	1	0	0	0	0	2	0	0
Average	2	2	0	2	0	2	2	0	0	3
Low	5	8	4	8	5	10	4	2	1	6
Very low	113	109	114	109	115	108	112	116	119	111
No. of counties	121	121	121	121	121	121	121	121	121	121

**Table 12. Number of counties in numerical categories, by grade**

Numerical category	Super scale	Admin. & professional	Subprofessional	Unspecified
Very high	1	1	1	1
High	2	2	1	0
Average	2	3	3	3
Low	5	5	7	6
Very low	111	110	109	111
No. of counties	121	121	121	121

**Figure 6. Number of counties in numerical categories by functional area or ministry, and by grade**



### 3.2.4 Distribution of serving public service personnel by functional area or ministry, and by origin of employment

Table 13 gives statistics for serving public service personnel by functional area or ministry. Of the total of 62,172 respondents, 85% gave their functional area or ministry, while 9,396 (15%) did not give this information. Functional areas or ministries with the highest number of serving public service personnel were police, prisons, and security (27.7%), education (21.2%), and health (9.4%). Technical/engineering and agriculture had the lowest numbers of serving public service personnel. Figure 7 shows graphically the origin of employment of personnel in each functional category as a percentage of the total, while figure 8 shows origin of employment as a percentage within each category.

Analysis by origin of employment shows that 32.7% of CANS and 22.2% of CCSS serving public service personnel are in the police, prisons, and security sector. Employment in agriculture contributes only 4.3% and 3.2% for CCSS and CANS.

**Table 13. Distribution of serving public service personnel in functional areas or ministries by origin of employment**

Functional area/ministry	CCSS		CANS		Total	
	No.	%	No.	%	No.	%
Police, prisons, & security	6,497	10.45	10,743	17.28	17,240	27.73
Education, science, & technology	5,968	9.60	7,236	11.64	13,204	21.24
Health	3,099	4.98	2,760	4.44	5,859	9.42
Local government	2,813	4.52	2,789	4.49	5,602	9.01
Environment & wildlife conservation	1,518	2.44	1,857	2.99	3,375	5.43
Finance & economic planning	2,622	4.22	474	0.76	3,096	4.98
Agriculture	1,262	2.03	1,052	1.69	2,314	3.72
Technical/engineering	1,544	2.48	542	0.87	2,086	3.36
Others	3,984	6.41	5,412	8.70	9,392	15.11
<b>Total</b>	<b>29,307</b>	<b>47.14</b>	<b>32,865</b>	<b>52.86</b>	<b>62,172</b>	<b>100.00</b>

Figure 7. Origin of employment by functional area or ministry as percentage of total

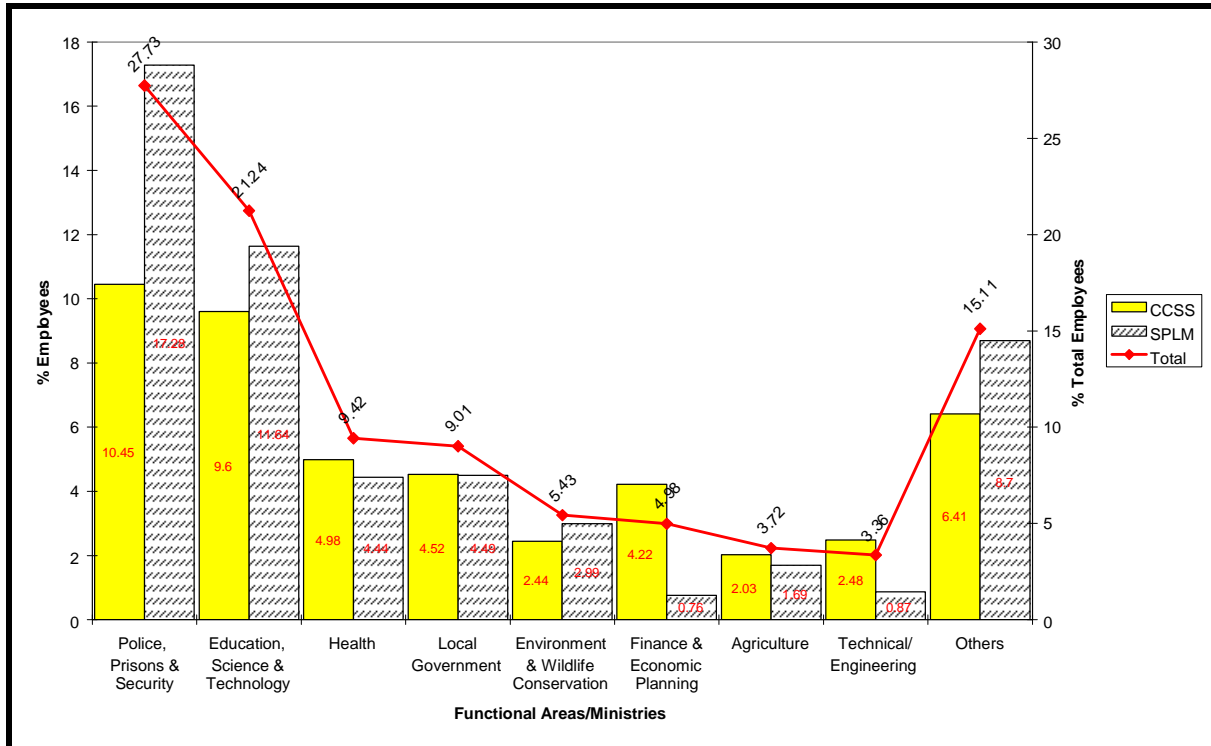
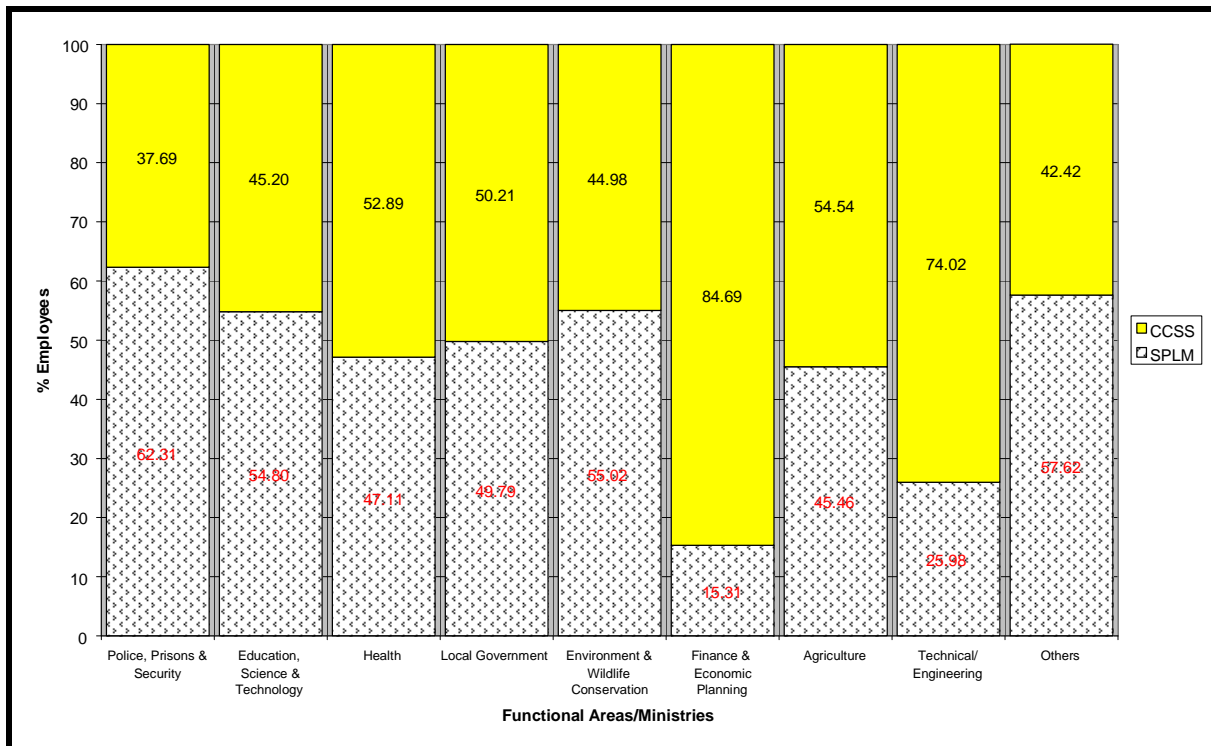


Figure 8. Origin of employment within each functional area or ministry (percentage)

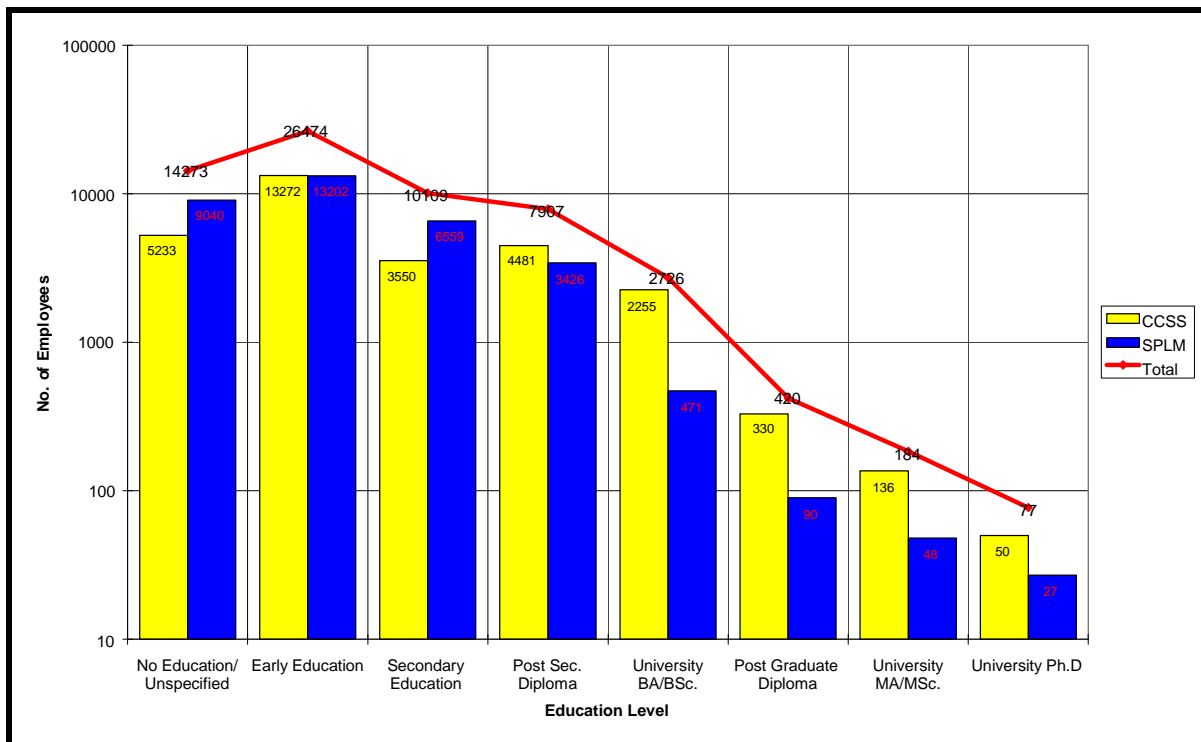


### 3.3 Educational attainment

Table 14 and figure 9 show the distribution of serving public service personnel by level of education. Of respondents, 42.5% had attained early education only, 29% had reached secondary or postsecondary education, and 6% had a university degree or above. Highest numbers of university graduates were recorded in the states of Central Equatoria, Upper Nile, and Lakes. Among those responding, 23% failed to specify their level of education.

Overall, there is one graduate for every 18 serving public service personnel. Central level (Government of Southern Sudan) has the highest ratio of graduates, with one graduate per five serving public service personnel. Generally, the results indicate the need for government policy to promote skills improvement and other training for serving public service personnel.

**Figure 9. Serving public service personnel by origin of employment and level of education**



**Table 14. Educational attainment levels of serving public service personnel by state/level of government**

State	No education/ unspecified		Early education		Secondary education		Postsec. education		University BA/BSc		Postgrad diploma		University MA/MSc		University PhD		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Central Equatoria	1,551	2.49	6,392	10.28	2,343	3.77	1,646	2.65	608	0.98	88	0.14	47	0.08	11	0.02	12,686	20.41
Upper Nile	290	0.47	3,855	6.20	627	1.01	984	1.58	658	1.06	61	0.10	17	0.03	11	0.02	6,503	10.46
Lakes	2,608	4.19	2,214	3.56	803	1.29	481	0.77	209	0.34	28	0.05	15	0.02	11	0.02	6,369	10.24
Warab	1,964	3.16	2,868	4.61	849	1.37	353	0.57	109	0.18	12	0.02	6	0.01	1	0.00	6,162	9.91
Western Equatoria	664	1.07	2,417	3.89	1,284	2.07	1,185	1.91	140	0.23	47	0.08	12	0.02	12	0.02	5,761	9.27
Eastern Equatoria	761	1.22	2,955	4.75	1,085	1.75	640	1.03	147	0.24	43	0.07	16	0.03	7	0.01	5,654	9.09
N. Bahr El Ghazal	2,092	3.36	1,074	1.73	1,492	2.40	828	1.33	126	0.20	12	0.02	3	0.00	2	0.00	5,629	9.05
Jonglei	1,414	2.27	1,676	2.70	575	0.92	528	0.85	158	0.25	21	0.03	17	0.03	7	0.01	4,396	7.07
W. Bahr El Ghazal	1,554	2.50	1,312	2.11	301	0.48	592	0.95	174	0.28	36	0.06	11	0.02	4	0.01	3,984	6.41
Unity	1,067	1.72	1,100	1.77	593	0.95	273	0.44	194	0.31	29	0.05	6	0.01	3	0.00	3,265	5.25
Central level (GoSS)	111	0.18	402	0.65	86	0.14	300	0.48	144	0.23	27	0.04	25	0.04	7	0.01	1,102	1.77
Unspecified states	199	0.32	209	0.34	71	0.11	97	0.16	59	0.09	16	0.03	9	0.01	1	0.00	661	1.06
<b>Totals</b>	<b>14,275</b>	<b>22.96</b>	<b>26,474</b>	<b>42.58</b>	<b>10,109</b>	<b>16.26</b>	<b>7,907</b>	<b>12.72</b>	<b>2,726</b>	<b>4.38</b>	<b>420</b>	<b>0.68</b>	<b>184</b>	<b>0.30</b>	<b>77</b>	<b>0.12</b>	<b>62,172</b>	<b>100.00</b>

### 3.4 Language proficiency

Many languages are spoken in Southern Sudan. For the purpose of this study they have been categorized as English, Arabic, and others, with the last category including mostly local languages. Data were collected on respondents' proficiency in both spoken and written language.

#### 3.4.1 Proficiency in English

Table 15 shows proficiency in speaking and writing English, by state. A total of 7,445 (12%) of respondents in all states in Southern Sudan were reported to be capable of speaking English excellently. The highest number (2,319) was recorded for Central Equatoria. Other states having relatively high numbers of serving public service personnel able to speak English excellently were Eastern Equatoria, 920; Lakes, 795; Warab, 700; and Western Equatoria, 601.

The same states, in the same order, had the highest number of respondents who reportedly were of excellent proficiency in written English, although numbers were lower than for spoken English, with a total for all states of 6,614. In both cases, there were no marked differences in proficiency between members of CANS and CCSS.

The number of serving public service personnel who were reportedly capable of speaking good English similarly outnumbered those who could write good English. Numbers in the two groups totaled 18,372 and 16,231, accounting for 29.6% and 26.1% respectively of respondents. Central Equatoria again had the highest number, with 4,506 respondents (24.5%) reportedly able to speak good English. Relatively high numbers were also recorded for Jonglei (1,224), Bahr el Ghazal (1,168), and Upper Nile (2,163). A fair level of proficiency in spoken English was reported for Central Equatoria (3,119 respondents), Upper Nile (2,579), Western Equatoria (1,629), Bahr el Ghazal (1,576), and Eastern Equatoria (1,452).

**Table 15. English language proficiency by state**

State	No knowledge		Fair		Good		Excellent	
	Speak	Write	Speak	Write	Speak	Write	Speak	Write
Central Equatoria	2,922	4,105	3,119	2,553	4,506	4,028	2,139	2,000
Eastern Equatoria	1,263	1,724	1,452	1,243	2,019	1,838	920	849
Central level (GoSS)	164	270	160	131	409	371	368	329
Jonglei	1,977	2,255	725	640	1,224	1,067	470	434
Lakes	3,489	4,117	931	700	1,154	955	795	597
Northern Bahr el Ghazal	2,756	3,235	1,576	1,343	1,168	949	129	102
Unity	1,093	1,442	820	640	982	854	370	329
Upper Nile	1,279	1,932	2,579	2,299	2,163	1,842	482	430
Warab	3,518	3,925	564	464	1,380	1,184	700	589
Western Bahr el Ghazal	2,059	2,234	745	668	818	759	362	323
Western Equatoria	1,140	1,560	1,629	1,422	2,391	2,242	601	537
Unspecified	252	302	143	117	158	142	109	95

<b>Totals</b>	<b>21,912</b>	<b>27,107</b>	<b>14,443</b>	<b>12,220</b>	<b>18,372</b>	<b>16,231</b>	<b>7,445</b>	<b>6,614</b>
<b>Percentage</b>	<b>35.24</b>	<b>43.60</b>	<b>23.23</b>	<b>19.66</b>	<b>29.55</b>	<b>26.11</b>	<b>11.97</b>	<b>10.64</b>

### 3.4.2 Proficiency in Arabic Language

Table 16 indicates that Arabic was the most commonly spoken language among serving public service personnel. However, 17,493 could not speak the language, while 38,479 could not write it. States with high numbers of respondents who could speak excellent Arabic included Upper Nile (2,390), Central Equatoria (1,356), Lakes (1,518), and Western Bahr el Ghazal (1,243).

**Table 16. Arabic language proficiency by state**

<b>State</b>	<b>No knowledge</b>		<b>Fair</b>		<b>Good</b>		<b>Excellent</b>	
	<b>Speak</b>	<b>Write</b>	<b>Speak</b>	<b>Write</b>	<b>Speak</b>	<b>Write</b>	<b>Speak</b>	<b>Write</b>
Central Equatoria	2,315	8,331	6,185	1,931	2,830	1,419	1,356	1,005
Eastern Equatoria	1,247	4,171	2,879	847	1,223	431	305	205
Central level (GoSS)	202	533	360	188	284	168	255	212
Jonglei	1,538	2,973	1,403	468	843	464	612	491
Lakes	2,465	4,333	1,486	617	900	480	1,518	939
Northern Bahr el Ghazal	2,509	4,156	1,728	640	1,139	674	253	159
Unity	1,135	1,900	935	535	692	449	503	381
Upper Nile	695	1,523	631	548	2,787	2,406	2,390	2,026
Warab	3,244	4,714	1,181	386	1,012	565	725	497
Western Bahr el Ghazal	1,008	1,918	620	410	1,113	887	1,243	769
Western Equatoria	1,001	3,621	3,112	1,199	1,319	697	329	244
Unspecified	134	306	130	64	138	101	260	191
<b>Totals</b>	<b>17,493</b>	<b>38,479</b>	<b>20,650</b>	<b>7,833</b>	<b>14,280</b>	<b>8,741</b>	<b>9,749</b>	<b>7,119</b>
<b>Percentage</b>	<b>28.14</b>	<b>61.89</b>	<b>33.21</b>	<b>12.60</b>	<b>22.97</b>	<b>14.06</b>	<b>15.68</b>	<b>11.45</b>

## **3.5 Gender analysis**

### **3.5.1 Gender distribution of serving public service personnel by state and origin of employment**

Table 17 shows the gender distribution of serving public service personnel by state and origin of employment. Of respondents, 6,720 did not specify their gender. Of those who indicated their gender, 19.2% were women. Gender analysis by origin of employment showed that, of respondents indicating their gender, women constituted 14.4% of serving public service personnel in CANS and 24.7% in CCSS. Affirmative action is needed to close this wide gender gap in employment in almost all states. Only in Upper Nile, where 50% of CANS serving public service personnel were women, was there some equity.

### **3.5.2 Gender distribution of serving public service personnel by functional area or ministry and origin of employment**

All percentages in this section are calculated for those respondents specifying their gender only. As illustrated in table 18, the health sector had the highest proportion of women, who constituted 34.8% of respondents in that sector. Analysis by origin of employment showed that 47.8% of CCSS personnel in the Ministry of Health were women; for CANS, the figure was 22.8%. In ministries with large numbers of serving public service personnel, such as police, prisons, and security and education, women constituted 14.6% and 19.4% respectively. The results also showed that in education, women employees under CCSS constituted 31.9% of personnel, while those under CANS constituted only 9.5%. In police, prisons, and security, the percentage of women personnel stood at 12.7% for CCSS and 15.8% for CANS.

### **3.5.3 Gender distribution of serving public service personnel by grade and origin of employment**

Analysis of serving public service personnel by grade (table 19) showed that the proportions of these personnel in super scale, administration and professional, and subprofessional were 2.3%, 6.4%, and 4.4% respectively. The distribution of public service personnel for CCSS and CANS by gender was comparable. Under CCSS proportions of women in super scale, administration and professional, and subprofessional were 2%, 6.2%, and 4.1% respectively, whereas for CANS these figures were 2.9%, 6.1%, and 4.3% respectively. Women under CCSS represented 8.8%, 10.1%, and 9.7% of total women in the grades of super scale, administration and professional, and subprofessional, compared to 8.3%, 6.5%, and 6.8% respectively in CANS. Table 20 breaks down the data for gender and grade by state.

## **3.6 Distribution of serving public service personnel by grade and functional area or ministry**

Analysis of survey results shown in table 21 indicated that only 2.3% of serving public service personnel were super scale (grades 1-5), 6.4% were administration and professional (grades 6-9), and 4.4% were subprofessional (grades 10, 12, and 14). The majority of serving public service personnel (54,040) were of Unspecified grade.

Of the serving public service personnel in super scale, administration and professional, and subprofessional, greatest numbers were found in the functional areas or ministries of police, prisons, and security, education, local government, and health. For example, in the super scale grade, out of the 1,460 personnel, 387 were in police, prisons, and security, 109 in local government, and 371 in education, science, and technology.

**Table 17. Gender distribution of serving public service personnel by state and origin of employment**

State	CCSS				CANS				Total			
	Women	Men	Unspecified	Total	Women	Men	Unspecified	Total	Women	Men	Unspecified	Total
Central Equatoria	1,734	4,716	918	7,368	837	4,052	429	5,318	2,571	8,768	1,347	12,686
Upper Nile	1,616	3,694	1,041	6,351	28	28	96	152	1,644	3,722	1,137	6,503
Lakes	380	1,248	174	1,802	509	3,479	579	4,567	889	4,727	753	6,369
Warab	115	849	234	1,198	432	4,037	495	4,964	547	4,886	729	6,162
Western Equatoria	434	962	67	1,463	639	3,419	240	4,298	1,073	4,381	307	5,761
Eastern Equatoria	278	1,207	114	1,599	488	3,081	486	4,055	766	4,288	600	5,654
N. Bahr el Ghazal	178	1,318	187	1,683	491	3,136	319	3,946	669	4,454	506	5,629
Jonglei	246	824	92	1,162	561	2,211	462	3,234	807	3,035	554	4,396
W. Bahr el Ghazal	851	2,627	309	3,787	35	125	37	197	886	2,752	346	3,984
Unity	356	1,362	137	1,855	138	1,155	117	1,410	494	2,517	254	3,265
Central level (GoSS)	95	366	55	516	66	484	36	586	161	850	91	1,102
Unspecified states	120	326	78	524	21	98	18	137	141	424	96	661
<b>Totals</b>	<b>6,403</b>	<b>19,499</b>	<b>3,406</b>	<b>29,308</b>	<b>4,245</b>	<b>25,305</b>	<b>3,314</b>	<b>32,864</b>	<b>10,648</b>	<b>44,804</b>	<b>6,720</b>	<b>62,172</b>
<b>Percentage</b>	<b>10.30</b>	<b>31.36</b>	<b>5.48</b>	<b>47.14</b>	<b>6.83</b>	<b>40.70</b>	<b>5.33</b>	<b>52.86</b>	<b>17.13</b>	<b>72.06</b>	<b>10.81</b>	<b>100.00</b>

**Table 18. Gender distribution of serving public service personnel by functional area or ministry and origin of employment**

Functional area/ministry	CCSS				CANS				Total			
	Women	Men	Unspecified	Total	Women	Men	Unspecified	Total	Women	Men	Unspecified	Total
Police, prisons, security	745	5,102	650	6,497	1,519	8,102	1,122	10,743	2,264	13,204	1,772	17,240
Educ., science, tech.	1,710	3,657	601	5,968	637	6,094	505	7,236	2,347	9,751	1,106	13,204
Health	1,174	1,373	552	3,099	555	1,861	344	2,760	1,729	3,234	896	5,859
Local government	468	2,129	216	2,813	208	2,269	312	2,789	676	4,398	528	5,602
Envir., wildlife cons.	318	1,075	125	1,518	268	1,339	250	1,857	586	2,414	375	3,375
Finance, econ. planning	531	1,841	250	2,622	55	386	33	474	586	2,227	283	3,096
Agriculture	192	889	181	1,262	98	857	97	1,052	290	1,746	278	2,314
Technical/engineering	277	1,113	154	1,544	40	447	55	542	317	1,560	209	2,086
Others	988	2,320	677	3,985	865	3,950	596	5,411	1,853	6,270	1,273	9,396
<b>Totals</b>	<b>6,403</b>	<b>19,499</b>	<b>3,406</b>	<b>29,308</b>	<b>4,245</b>	<b>25,305</b>	<b>3,314</b>	<b>32,864</b>	<b>10,648</b>	<b>44,804</b>	<b>6,720</b>	<b>62,172</b>
<b>Percentage</b>	<b>10.30</b>	<b>31.36</b>	<b>5.48</b>	<b>47.14</b>	<b>6.83</b>	<b>40.70</b>	<b>5.33</b>	<b>52.86</b>	<b>17.13</b>	<b>72.06</b>	<b>10.81</b>	<b>100.00</b>

**Table 19. Gender distribution of serving public service personnel by grade and origin of employment**

Grade	CCSS				CANS				Total			
	Women	Men	Unspecified	Total	Women	Men	Unspecified	Total	Women	Men	Unspecified	Total
Super scale	128	478	89	695	121	572	73	766	249	1,050	162	1,461
Admin. & professional	397	1,176	219	1,792	258	1,693	207	2,158	655	2,869	426	3,950
Subprofessional	265	735	134	1,134	184	1,268	136	1,588	449	2,003	270	2,722
Unspecified	5,613	17,110	2,963	25,686	3,682	21,773	2,898	28,352	9,295	38,883	5,861	54,038
<b>Totals</b>	<b>6,403</b>	<b>19,499</b>	<b>3,405</b>	<b>29,307</b>	<b>4,245</b>	<b>25,306</b>	<b>3,314</b>	<b>32,865</b>	<b>10,648</b>	<b>44,805</b>	<b>6,719</b>	<b>62,172</b>

Percentage	10.30	31.36	5.48	47.14	6.83	40.70	5.33	52.86	17.13	72.07	10.81	100.00
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**Table 20. Gender distribution of serving public service personnel by state and grade or rank**

State	Women						Men						Super scale	Admin. & professional
	Super scale	Admin. & professional	Subprofessional	Unspecified	Total	Percentage	Super scale	Admin. & professional	Subprofessional	Unspecified	Total	Percentage		
Central Equatoria	69	207	124	2,171	2,571	4.14	238	528	376	7,626	8,768	14.10	41	
Upper Nile	44	63	55	1,482	1,644	2.64	77	104	100	3,441	3,722	5.99	26	
Lakes	13	74	48	754	889	1.43	75	360	269	4,023	4,727	7.60	19	
Warab	18	65	23	441	547	0.88	169	620	358	3,739	4,886	7.86	15	
Western Equatoria	13	36	27	997	1,073	1.73	77	176	159	3,969	4,381	7.05	5	
Eastern Equatoria	23	39	28	676	766	1.23	72	248	123	3,845	4,288	6.90	13	
N. Bahr el Ghazal	22	40	37	570	669	1.08	95	341	235	3,783	4,454	7.16	12	
Jonglei	15	38	21	733	807	1.30	94	150	132	2,659	3,035	4.88	13	
W. Bahr el Ghazal	21	60	55	750	886	1.43	83	174	127	2,368	2,752	4.43	12	
Unity	5	19	21	449	494	0.79	45	111	93	2,268	2,517	4.05	1	
Central level (GoSS)	5	7	3	146	161	0.26	10	26	18	796	850	1.37	1	
State unspecified	1	7	7	126	141	0.23	14	31	13	366	424	0.68	4	
<b>Totals</b>	<b>249</b>	<b>655</b>	<b>449</b>	<b>9,295</b>	<b>10,648</b>	<b>17.13</b>	<b>1,049</b>	<b>2,869</b>	<b>2,003</b>	<b>38,883</b>	<b>44,804</b>	<b>72.07</b>	<b>162</b>	

**Table 21. Grade distribution of serving public service personnel by state and functional area or ministry**

State	Super scale											Agriculture	Education, science & tech.	Envir & wildlife conservation
	Agriculture	Education, science & tech.	Envir & wildlife conservation	Finance & econ. planning	Health	Local government	Others	Police, prisons & security	Technical/ engineering	Super scale total	Percentage			
Central Equatoria	3	91	4	9	19	14	140	61	7	348	0.56	10	226	
Upper Nile	2	67	23	12	9	11	21	0	2	147	0.24	3	92	
Lakes	0	11	22	1	6	6	7	53	1	107	0.17	2	80	
Warab	8	39	9	6	4	13	12	105	6	202	0.32	22	134	
Western Equatoria	3	36	3	2	13	5	12	19	2	95	0.15	26	54	
Eastern Equatoria	7	35	0	2	12	28	19	3	2	108	0.17	19	109	
N. Bahr el Ghazal	1	42	12	1	4	5	10	53	1	129	0.21	6	87	
Jonglei	14	10	3	8	20	10	18	36	3	122	0.20	12	28	
W. Bahr el Ghazal	11	21	17	5	2	7	10	35	8	116	0.19	21	42	
Unity	0	13	0	2	8	9	4	15	0	51	0.08	2	49	
Central level (GoSS)	1	3	1	1	0	1	4	4	1	16	0.03	0	2	
State unspecified	2	3	0	3	1	0	7	3	0	19	0.03	0	10	
<b>Totals</b>	<b>52</b>	<b>371</b>	<b>94</b>	<b>52</b>	<b>98</b>	<b>109</b>	<b>264</b>	<b>387</b>	<b>33</b>	<b>1460</b>	<b>2.35</b>	<b>123</b>	<b>913</b>	

Table 21 continued:

State	Subprofessional											Agriculture	Education, science & tech.	Envir & wildlife conservation
	Agriculture	Education, science & tech.	Envir & wildlife conservation	Finance & econ. planning	Health	Local government	Others	Police, prisons & security	Technical/ engineering	Subprofessional total	Percentage			
Central Equatoria	6	169	8	10	57	23	169	109	10	561	0.90	439	1780	
Upper Nile	17	89	8	19	18	8	23	0	11	193	0.31	279	1889	

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Lakes	3	31	58	4	15	28	21	183	7	350	0.56	77	823
Warab	4	82	23	4	15	22	21	237	5	413	0.66	135	770
Western Equatoria	16	66	5	4	30	12	17	37	6	193	0.31	375	1552
Eastern Equatoria	4	67	4	2	22	50	8	9	1	167	0.27	217	1656
N. Bahr el Ghazal	2	87	21	6	9	12	39	117	5	298	0.48	100	851
Jonglei	11	32	18	6	15	32	11	34	6	165	0.27	142	621
W. Bahr el Ghazal	16	46	12	8	13	19	16	69	10	209	0.34	116	523
Unity	0	46	0	11	15	19	19	19	2	131	0.21	95	487
Central level (GoSS)	2	1	0	2	0	0	3	9	4	21	0.03	68	79
State unspecified	0	8	3	0	0	1	5	1	3	21	0.03	15	165
<b>Totals</b>	<b>81</b>	<b>724</b>	<b>160</b>	<b>76</b>	<b>209</b>	<b>226</b>	<b>352</b>	<b>824</b>	<b>70</b>	<b>2722</b>	<b>4.38</b>	<b>2058</b>	<b>11196</b>

### **3.7 Age distribution of serving public service personnel by functional area or ministry**

A large number of serving public service personnel was found to be in the younger age categories. As shown in table 22, 678 serving public service personnel were below 16 years of age, while 26,565 (42.7%) were aged 16–35 years. The results also showed that 1,775 serving public service personnel aged 61 and above had reached retirement age. Of these, 466 were in police, prisons, and security; 317 in education; and 202 in health. A total of 2,980 serving public service personnel were within four years of retirement, indicating the need to put in place training and recruitment policies in critical areas to replace those who have either reached retirement age or are about to retire.

### **3.8 Retirement dates of serving public service personnel by grade and gender**

A total of 2,314 serving public service personnel should have retired from service by the end of the year 2005 (table 23). Of these, 50 were in the super scale group, 131 in the administration and professional grades, and 118 in the sub professional group. Of the 50 in the super scale group, there were 41 men and 3 women (6 unspecified). The total number in all grades who should have retired by the end of 2005 was 1,888 men and 426 women. The number of serving public service personnel expected to retire in the next 10 years (2006–2016) totaled 9,186, of which 204 were in the super scale grade, 599 in administration and professional grades, 424 sub professionals, and 7,959 in unspecified grades. Figures 10, 11, and 12 present aspects of the data graphically.

**Table 22. Age distribution of serving public service personnel by functional area or ministry and origin of employment**

Age at 31/12/2005	Agriculture			Education, science & technology			Environment & wildlife conservation			Finance & economic planning			Health		
	CCSS	CANS	Total	CCSS	CANS	Total	CCSS	CANS	Total	CCSS	CANS	Total	CCSS	CANS	Total
< 16	10	3	13	40	97	137	13	23	36	24	4	28	19	35	54
16-20	19	31	50	155	316	471	26	63	89	90	10	100	40	52	92
21-25	85	88	173	801	1,351	2,152	158	154	312	309	60	369	191	281	472
26-30	141	169	310	855	1,486	2,341	243	217	460	400	83	483	333	445	778
31-35	118	154	272	557	1,128	1,685	212	266	478	278	71	349	436	501	937
36-40	122	119	241	782	837	1,619	279	294	573	432	67	499	580	432	1,012
41-45	230	138	368	981	736	1,717	240	231	471	452	67	519	491	342	833
46-50	212	125	337	823	521	1,344	164	192	356	288	45	333	345	215	560
51-55	139	92	231	413	259	672	71	177	248	143	32	175	262	138	400
56-60	97	67	164	244	177	421	58	106	164	83	17	100	206	139	345
61 & above	45	43	88	130	187	317	19	85	104	34	10	44	84	118	202
Unspecified	44	23	67	187	141	328	35	49	84	89	8	97	112	62	174
<b>Totals</b>	<b>1,262</b>	<b>1,052</b>	<b>2,314</b>	<b>5,968</b>	<b>7,236</b>	<b>13,204</b>	<b>1,518</b>	<b>1,857</b>	<b>3,375</b>	<b>2,622</b>	<b>474</b>	<b>3,096</b>	<b>3,099</b>	<b>2,760</b>	<b>5,859</b>

Table 22 continued:

Age at 31/12/2005	Local government			Police, prisons & security			Technical/engineering			Others			Total		
	CCSS	CANS	Total	CCSS	CANS	Total	CCSS	CANS	Total	CCSS	CANS	Total	CCSS	CANS	Total
< 16	23	38	61	59	180	239	12	8	20	37	53	90	237	441	678
16-20	53	74	127	195	337	532	35	12	47	78	152	230	691	1,047	1,738
21-25	252	261	513	682	917	1,599	114	43	157	396	716	1,112	2,988	3,871	6,859
26-30	327	398	725	1,088	1,498	2,586	188	90	278	451	991	1,442	4,026	5,377	9,403
31-35	302	405	707	968	1,713	2,681	163	92	255	386	814	1,200	3,420	5,144	8,564
36-40	485	465	950	888	1,621	2,509	196	62	258	600	776	1,376	4,364	4,673	9,037
41-45	559	367	926	1,015	1,316	2,331	251	64	315	732	580	1,312	4,951	3,841	8,792

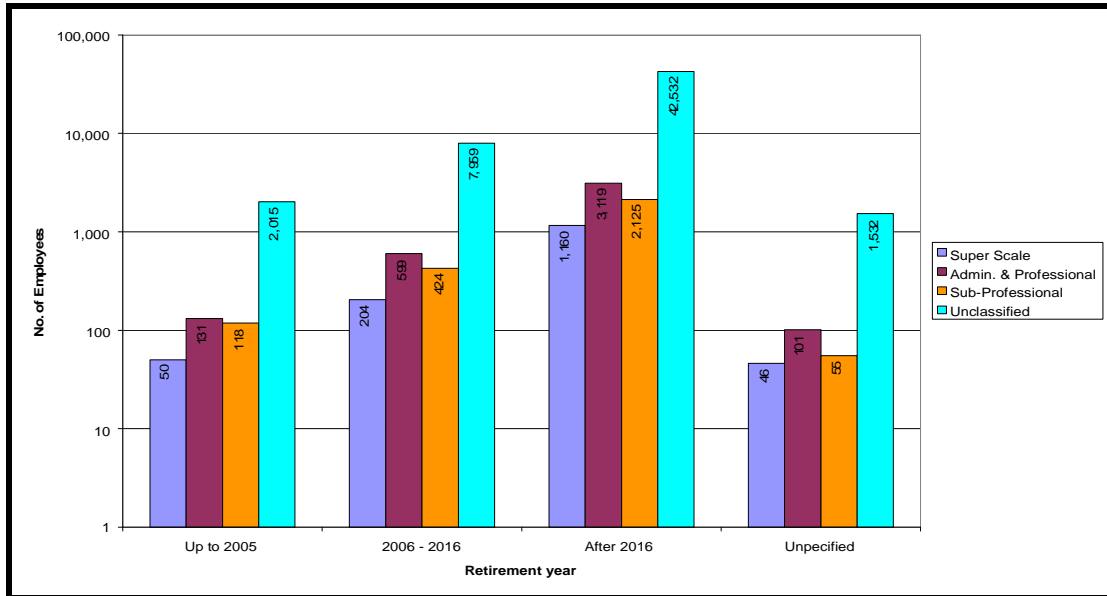
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46-50	325	277	602	652	1,060	1,712	203	39	242	489	431	920	3,501	2,905	6,406
51-55	205	177	382	427	829	1,256	166	49	215	300	325	625	2,126	2,078	4,204
56-60	124	153	277	268	567	835	125	47	172	238	264	502	1,443	1,537	2,980
61 & above	73	105	178	53	413	466	52	22	74	96	206	302	586	1,189	1,775
Unspecified	85	69	154	202	292	494	39	14	53	181	102	283	975	761	1,736
<b>Totals</b>	<b>2,813</b>	<b>2,789</b>	<b>5,602</b>	<b>6,497</b>	<b>10,743</b>	<b>17,240</b>	<b>1,544</b>	<b>542</b>	<b>2,086</b>	<b>3,984</b>	<b>5,410</b>	<b>9,394</b>	<b>29,308</b>	<b>32,864</b>	<b>62,172</b>

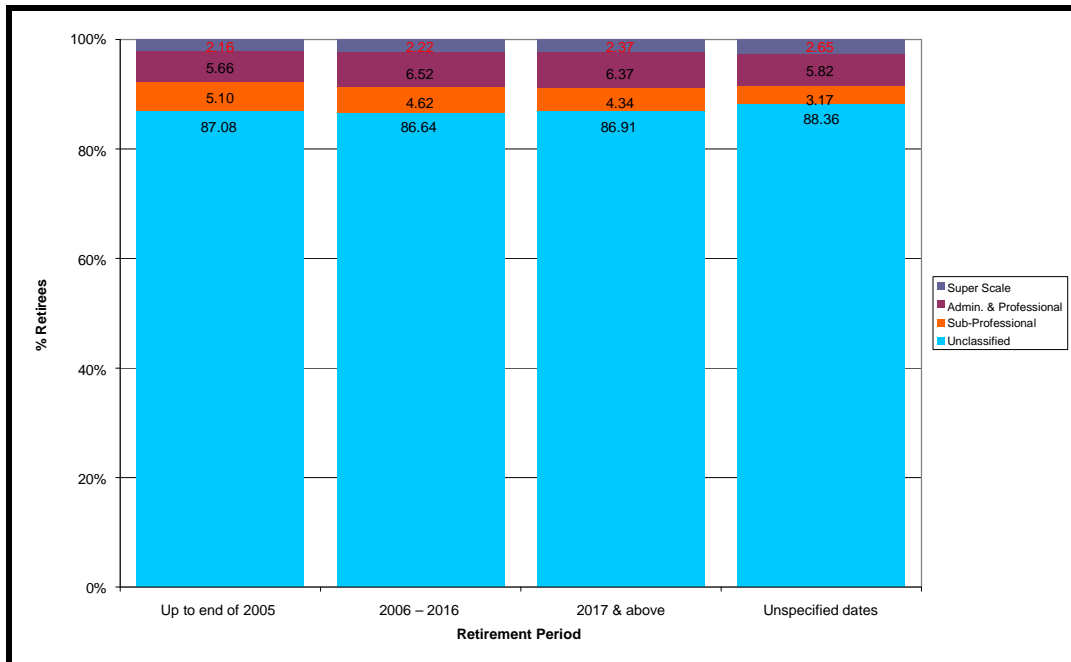
**Table 23. Retirement dates of serving public service personnel by grade**

Retirement year	Super scale		Admin, professional		Subprofessional		Unspecified		Totals	
	No.	%	No.	%	No.	%	No.	%	No.	%
Up to end of 2005	50	0.08	131	0.21	118	0.19	2,015	3.24	2,314	3.72
2006-2016	204	0.33	599	0.96	424	0.68	7,959	12.80	9,186	14.78
2017 & later	1,160	1.87	3,119	5.02	2,125	3.42	42,532	68.41	48,936	78.71
Unspecified date	46	0.07	101	0.16	55	0.09	1,534	2.46	1,736	2.79
<b>Total</b>	<b>1,460</b>	<b>2.35</b>	<b>3,950</b>	<b>6.35</b>	<b>2,722</b>	<b>4.38</b>	<b>54,040</b>	<b>86.92</b>	<b>62,172</b>	<b>100.00</b>

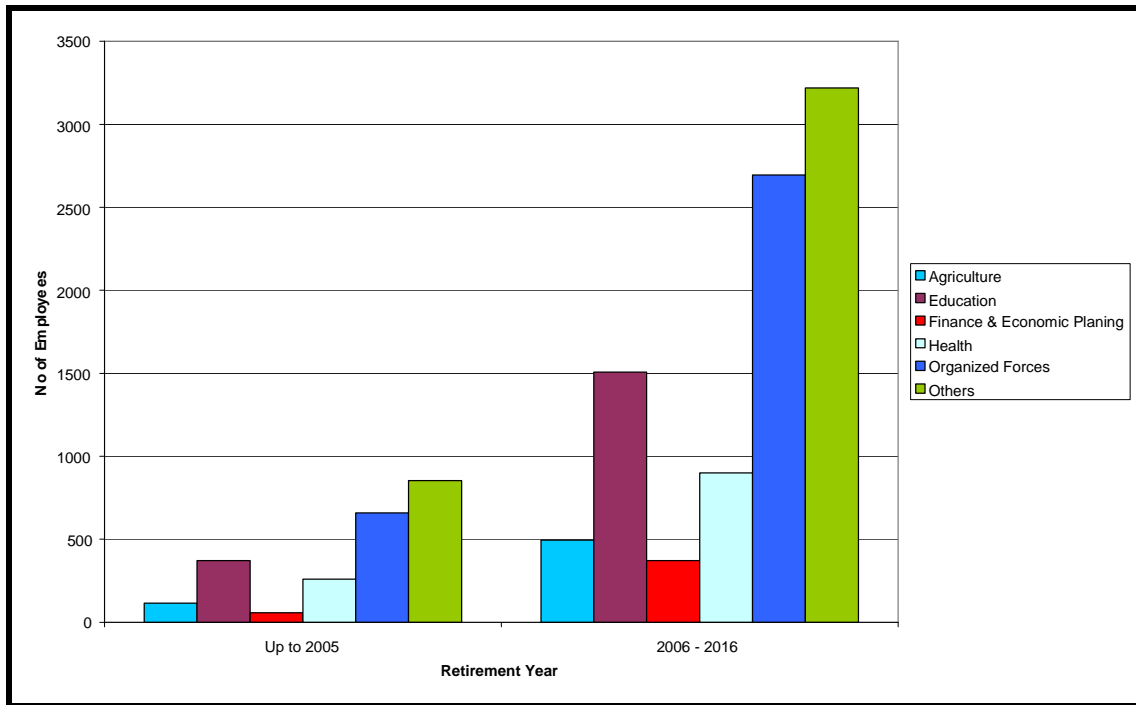
**Figure 10. Retirement dates of serving public service personnel by grade (totals)**



**Figure 11. Retirement dates of serving public service personnel by grade (percentage)**



**Figure 12. Retirement dates in next 10 years by functional area (number of employees)**



### 3.9 Occupational distribution of serving public service personnel

Analysis of the survey data by occupation revealed that teachers were the largest category, with 7,802 employees (12.6% of total serving public service personnel), followed by police officers (7,549, 12.1%), administrators (4,490, 7.2%), and clerical officers (3,889, 6.3%). Of concern was the low numbers of key professionals in employment areas vital to the immediate economic development of Southern Sudan, including accountants (1,761), medical nurses (1,702), medics (1,122), artisans (458), engineers (339), and veterinary officers (157). Although shortcomings in the data still need to be addressed, the results presented in table 24 will be a useful starting point for improving the occupational classifications that are currently being used.

**Table 24. Distribution of serving public service personnel by occupation and origin of employment**

S/No.	Job title	CANS	%	CCSS	%	Total	%
1	Teacher	3,617	5.82	4,185	6.73	7,802	12.55
2	Police	3,322	5.34	4,227	6.80	7,549	12.14
3	Administrator	1,352	2.18	3,137	5.05	4,490	7.22
4	Clerical officer	493	0.79	3,396	5.46	3,889	6.26
5	Director	351	0.56	2,859	4.60	3,210	5.16
6	Inspector	339	0.55	1,813	2.92	2,152	3.46
7	Accountant	386	0.62	1,375	2.21	1,761	2.83
8	Nurse	451	0.72	1,251	2.01	1,702	2.74
9	Warden	727	1.17	940	1.51	1,667	2.68
10	Armed forces	1,018	1.64	292	0.47	1,310	2.11
11	Medic	422	0.68	700	1.13	1,122	1.80
12	Field officer	117	0.19	763	1.23	880	1.42
13	Technical officer	120	0.19	681	1.09	800	1.29
14	Security/guard	395	0.63	261	0.42	655	1.05
15	Supervisor	355	0.57	273	0.44	628	1.01
16	Artisan	86	0.14	373	0.60	458	0.74
17	Driver	90	0.14	294	0.47	384	0.62
18	Ranger	290	0.47	70	0.11	360	0.58
19	Community health worker	183	0.29	166	0.27	349	0.56
20	Engineer	42	0.07	297	0.48	339	0.55
21	Revenue officer	95	0.15	208	0.33	304	0.49
22	Education officer	170	0.27	108	0.17	278	0.45
23	Storekeeper	93	0.15	166	0.27	259	0.42
24	Extension officer	157	0.25	93	0.15	250	0.40
25	Personnel officer	80	0.13	124	0.20	205	0.33
26	Typist	16	0.03	180	0.29	196	0.32
27	Secretary	77	0.12	110	0.18	187	0.30
28	Overseer	23	0.04	147	0.24	170	0.27
29	Executive officer	25	0.04	138	0.22	164	0.26
30	Veterinary officer	55	0.09	101	0.16	157	0.25
31	Coordinator	78	0.13	70	0.11	148	0.24

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32	Messenger	42	0.07	100	0.16	142	0.23
33	Co-op/development officer	36	0.06	101	0.16	137	0.22
34	Manager/chairman	66	0.11	70	0.11	136	0.22
35	Instructor/tutor	45	0.07	82	0.13	127	0.20
36	Fisheries officer	29	0.05	98	0.16	127	0.20
37	Logistics/warrant officer	58	0.09	66	0.11	124	0.20
38	Forest officer	33	0.05	66	0.11	100	0.16
39	Commissioner	46	0.07	52	0.08	99	0.16
40	Operator	19	0.03	72	0.12	91	0.15
41	Youth officer	17	0.03	72	0.12	89	0.14
42	SPLA/SRRC	67	0.11	19	0.03	87	0.14
43	In charge	41	0.07	42	0.07	83	0.13
44	IT specialist	17	0.03	61	0.10	79	0.13
45	Paralegal staff	45	0.07	23	0.04	68	0.11
46	Finance officer	29	0.05	16	0.03	45	0.07
47	Payam	43	0.07	0	0.00	43	0.07
48	Conservator	17	0.03	7	0.01	24	0.04
49	Other	6,986	11.24	9,762	15.70	16,748	26.94
	<b>Totals</b>	<b>22,663</b>	<b>36.45</b>	<b>39,509</b>	<b>63.55</b>	<b>62,172</b>	<b>100.00</b>

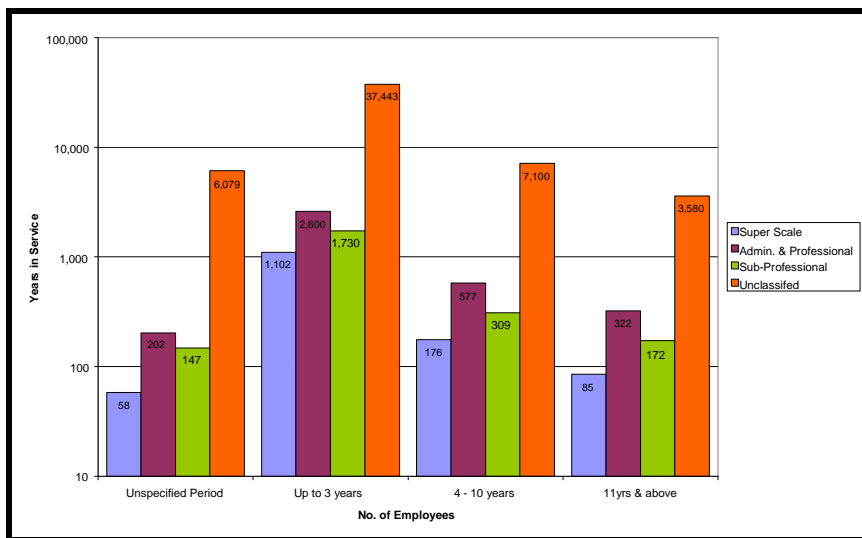
### 3.10 Years of service in current job by grade and origin of employment

It emerged from the survey findings that there were 28,348 serving public service personnel – 45.6% of the total – who had less than three years of experience in their current jobs. At super scale grade the number was 828, of which 425 were from CANS and 403 from CCSS. Serving public service personnel with less than three years’ experience in the administration and professional grade totaled 1,703, of which 909 were from CANS and 794 from CCSS.

Of those serving public service personnel with 10 and above years’ experience in their current jobs, 183 were in the super scale grade, 93 from CANS and 90 from CCSS. Those in the administration and professional grade totaled 751, of which 422 were from CANS and 329 from CCSS.

Table 25 provides further information on length of service of serving public service personnel by origin of employment and grade. Further research is required to disaggregate the large number in the Unspecified category into further occupational classifications. Figure 13 illustrates this point further.

**Figure 13. Distribution of serving public service personnel by years of service in current grades**



**Table 25. Years of service in current grade of serving public service personnel by grade and origin of employment**

Years in current grade	Super scale				Admin. & professional				Subprofessional				Unspecified					
	CCSS	CANS	Total	Percentage	CCSS	CANS	Total	Percentage	CCSS	CANS	Total	Percentage	CCSS	CANS	Total	Percentage	CCSS	CANS
Unspecified period	27	31	58	0.09	84	118	202	0.32	57	90	147	0.24	3,245	2,834	6,079	9.78	3,413	3,000
Up to 3 years	442	469	911	1.47	877	1,022	1,899	3.05	648	829	1,477	2.38	12,857	14,730	27,587	44.37	14,824	17,000
4-10 years	153	181	334	0.54	526	632	1,158	1.86	265	430	695	1.12	6,278	6,932	13,210	21.25	7,222	8,100
11 years & above	73	84	157	0.25	305	386	691	1.11	164	239	403	0.65	3,306	3,856	7,162	11.52	3,848	4,500
<b>Totals</b>	<b>695</b>	<b>765</b>	<b>1,460</b>	<b>2.35</b>	<b>1,792</b>	<b>2,158</b>	<b>3,950</b>	<b>6.35</b>	<b>1,134</b>	<b>1,588</b>	<b>2,722</b>	<b>4.38</b>	<b>25,686</b>	<b>28,352</b>	<b>54,038</b>	<b>86.92</b>	<b>29,307</b>	<b>32,800</b>

## **4. Conclusions and recommendations**

### **4.1 Conclusions**

The survey covered 62,172 serving public service personnel, indicating an estimated response rate of about 83%. This alone can be considered a success, given that it is the first time the Government of Southern Sudan has conducted such a complex survey. Although some respondents did not provide all the information required in the survey form, the data obtained probably provided a true enough indication of the status of serving public service personnel to guide policy formulation.

### **4.2 Recommendations**

It is recommended that the Government of Southern Sudan use the results in formulating policies on human resource development and improving the welfare of serving public service personnel, with particular attention to the following areas:

- Recruitment, retirement, and transfer policies for serving public service personnel, taking into consideration regional and sectoral imbalances
- Formulation of policy for education, training, and upgrading skills
- Examining gender inequality in employment and taking affirmative action
- Establishment of a human resource planning commission to review human resource planning
- Review of remuneration of serving public service personnel and of labor laws, including those concerning child labor.

Given that the current survey was a benchmark survey, it is also recommended that a follow-up survey be conducted after two years.

## Appendix A. Membership of Coordination and Verification Committee

No.	Name	Title
1	Mr. Deng Chuol Malang	Coordinator
2	Jaden Tangun Emilio	Secretary
3	Mr. Francis Latio Michael	Finance and logistics
4	Brigadier Juac Nathan Garang	Security
5	Brigadier General Ruben Garang Yuol	Member
6	Cdr. Arum Mau Chot	Member
7	Major Gen. Cengkue Mading	Loki flight coordinator

## **Appendix B. Letter of authority to state governors**



**GOVERNMENT OF SOUTHERN SUDAN  
(GOSS)**

Office of the Vice President

Ref.: .....

Date: 6/10/2005

ADMINISTRATIVE ORDER

Order No. 1/2005 Date: 06/10/2005

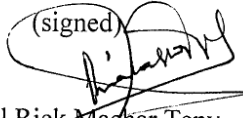
**Subject: Appointment of a Coordinating & Verification Committee for the Head Count of Public Service Personnel**

1. The Government of Southern Sudan (GOSS) intends to undertake a detailed head count and survey of the following personnel:
  - ( i ) Existing SPLM/CANNS/SRRC staff on SPLM nominal rolls engaged in public service duties (including teachers) and civil security duties in the ten states of South Sudan.
  - ( ii ) Staff on the payroll of the Coordinating Council of South Sudan (CCSS) engaged in public service or internal security duties in various locations in South Sudan and Khartoum.
2. For the purposes of this survey the following Coordinating & Verification Committee (CVC) is hereby appointed;
  - ( i ) Mr. Deng Choul Malang: Coordinator
  - ( ii ) Mr. Jaden Tangun Emilio : Secretary
  - ( iii ) Mr. Francis Latio Michael: Logistics & Finance
  - ( iv ) Brigadier Juac Nathan Garang: Security
  - ( v ) Brigadier General Ruben Garang Yuol : Member
  - ( vi ) Cdr. Aru Mann Chot : Member
  - ( vii ) Maj. Cengkue Mading : Loki Flight Coordinator
3. The CVC will report to the Vice President or to such authority as may be specified separately.

  
6/10/2005

4. The duties and powers of the CVC, including financial powers, are as specified in the Annexure.
5. The CVC will complete the survey and head count expeditiously and will be guided by the twin objectives of economy and efficiency in managing the task.

Made under my hand this day 06 month 10 year 2005

(signed)  6/10/2005

Lt General Riek Machar Teny  
Vice President, Government of Southern Sudan



**GOVERNMENT OF SOUTHERN SUDAN  
(GOSS)**

Office of the Vice President

Ref: .....


Date: 6/10/2005

To all State Governors

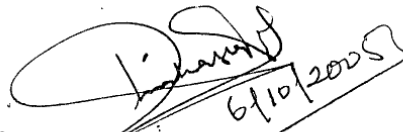
**Subject: Survey and Head Count of Public Service Personnel**

Dear Governor,

1. The Government of Southern Sudan (GOSS) intends to undertake a detailed head count and survey of the following personnel:
  - (i) Existing SPLM/CANNS staff engaged in public service duties within GOSS Ministries and Secretariats;
  - (ii) Existing staff of the CCSS working in CC Ministries and institutions in Juba and Khartoum; and
  - (iii) All staff working at the State level (former GoS and SPLM) engaged in public service or internal security duties in various locations in South Sudan.
2. For the purposes of this survey the following Coordinating & Verification Committee (CVC) has been appointed vide the enclosed Order No 1/2005 Dated 6<sup>th</sup> October 2005 whose duties and powers are also specified.
  - ( i ) Mr. Deng Choul Malang: Coordinator
  - ( ii ) Mr. Jaden Tangun Emilio : Secretary
  - ( iii ) Mr. Francis Latio Michael: Logistics & Finance
  - ( iv ) Brigadier Juac Nathan Garang: Security
  - ( v ) Brigadier General Ruben Garang Yuol : Member
  - (vi ) Cdr. Aru Mann Chot : Member
  - ( vii ) Maj. Cengkue Mading : Loki Flight Coordinator

  
6/10/2005

3. The details of the survey process will be decided from time to time by the CVC which will work in close consultation with the Governors of the States of Southern Sudan.
4. You are requested to ensure that full cooperation is given to the CVC in making local arrangements, including logistics, as required to facilitate the task of the Survey Teams which will be visiting all State Capitals and other locations as required. The detailed Survey Plan will be separately communicated to each of you directly by the CVC. Appropriate instructions should also be issued to ensure that all public service personnel are available at the appointed time and date and cooperate fully for the purposes of the Survey.



6/10/2005

Lt General Rick Machar Teny  
Vice President of Government of South Sudan



**GOVERNMENT OF SOUTHERN SUDAN  
(GOSS)**

Office of the Vice President

Ref.: .....

Date: 6/10/2005

**HEAD COUNT SURVEY TEAMS**

1. **COORDINATION and VERIFICATION**
  - a) Deng Chuol Malang Co-ordinator
  - b) Jaden Tongun Emilio Secretary
  - c) Finance & Logistics Ministry of Finance and Economic Planning
  - d) Juac Nathan Security
  - e) Cdr. Arum Mau Chot Member
  - f) Maj Gen Ruben Garang Yuol Member
  - g) Loki Co-ordinator Member
2. **BAHR EL JABEL STATE**
  - a) Tong Akech Deng Team Leader
  - b) Ireneo Akot Deng Member
  - c) Commanding Officer Member
3. **WESTERN EQUATORIA STATE**
  - a) Moses Mabior Team Leader
  - b) Isaac Juma Martih Member
  - c) Commanding Officer
4. **JONGLEI STATE**
  - a) Kuol Deng Kuol Team leader
  - b) Jacob Marial Member
  - c) Commanding Officer Member
5. **UNITY STATE**
  - a) Gordon Soro Team Leader
  - b) Darios Okeny Okedi Member
  - c) Commanding Officer Member
6. **UPPER NILE STATE**
  - a) Enoch Manyon Malok Team Leader
  - b) Ananias Modi Lolik Member
  - c) Commanding Officer Member

  
6/10/2005

7. **WESTERN BARH EL GHAZAL STATE**
  - a) Pius Subek Team Leader
  - b) Isaack Makur Ater Member
  - c) Commandign Officer Member
8. **NORTHERN BAHR EL GHAZAL STATE**
  - a) Chadarak Chol Stephen Team Leader
  - b) Aggrey Tisa Sabunl Member
  - c) Commanding Officer Member
9. **LAKES STATES**
  - a) Abdun Ayuen Kuol Team Leader
  - b) Peter Athei Amoch Member
  - c) Commanding Officer Member
10. **WARRAP STATE**
  - a) Peter Gatkuoth Khor Team Leader
  - b) Yousif Ramadan Mohammed Member
  - c) Commanding Officer Member
11. **KHARTOUM**
  - a) Alfred Akwach Omoli Team Leader
  - b) Justi Lino Member
  - c) Bol Mayuek Gur Member
12. **EASTERN EQUATORIA STATE**
  - a) George Moga Benjamin Team Member
  - b) Obeid Kundu Member
  - c) Commanding Officer Member
13. **SPLM Secretariats and CCSS Juba**
  - a. Akeui Deng Akuei Team Leader
  - b. James Tipo Akol' Member
  - c. Commanding Officer Member



A handwritten signature in black ink, followed by the date '6/10/2005' written below it. The signature is stylized and difficult to read. The date is written in a simple, clear font.



## **Appendix C. Guidelines for survey teams (public service personnel survey)**

As amended to incorporate the changes decided in the workshop at Juba on 24 and 25 October 2005.

### **1. General instructions**

#### **1.1 Eligibility for filling in the survey form**

Only the following categories of people would be eligible for filling in the survey form:

- a. All current employees of the organized services (police, wildlife, prison, and fire services)
- b. All employees seconded to NGOs by Government
- c. All classified<sup>2</sup> CCSS employees working in the Government of Southern Sudan and the states in the following categories:
  - (i) Regular employees who would be eligible for pension when they retire
  - (ii) Retired personnel but reemployed subsequently for fixed-term contracts
  - (iii) Employees on a consolidated counted.
- d. All SPLM employees in secretariats and in counties.

The following categories of people would not be eligible:

- a. Employees who have joined NGOs on their own initiative and have not been seconded by Government
- b. Employees who for one reason or another are not actively serving in a public service job.

#### **1.2 Physical presence of applicant**

No application will be entertained unless the applicant is physically present at the time of the survey and his or her presence is certified and verified by the direct supervisor and the survey team leader.

Some personnel may have genuine reasons for not being present, for example they may be in ill health or on sanctioned leave. In such cases the direct supervisor will record the name and other particulars of the person as are known to him and certify the reason why the employee could not be physically present. The survey team leader would give particular attention to such cases and would certify that there are sufficient reasons for the absence of the employee at the time of the survey, so as to avoid the possibility of ghost workers becoming regularized via the survey.

#### **1.3 Receipt**

Survey team leaders will ensure that the tear-away portion at the bottom of the form is carefully removed and given to the applicant. Please advise the applicant to carefully preserve this

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<sup>2</sup> The guidelines were amended to exclude Unspecified employees from the survey in accordance with the decision taken by the CVC, since verification of Unspecified employees would be difficult and their numbers significant.

receipt. Both the form and the receipt are serially numbered and bear the same number and can be compared.

## **2. Section clarifications**

### **Section A, B, and C: Source and place of employment**

The applicant must check (√) only one of the two options: SPLM (CANS) or CCSS. SPLM cadres, even though they may be doing jobs currently within government, must check SPLM.

In section B the applicant must enter the name of the ministry, secretariat, or department where he or she is currently serving. To distinguish between those serving in state governments and the Government of Southern Sudan (GoSS), the name of the ministry must be preceded by either GoSS or the name of the state. For example, a person working in Bahr el Ghazal state in the Ministry of Agriculture will write "BEG – Ministry of Agriculture".

In Section C the locational details of the place of posting are required. The state, county, town, or village where he or she is posted are to be provided.

### **Section D: Personal information**

Applicants must fill in their names in full in Section D1. The name entered by the applicant should match the official records. Applicants must fill in only one letter of the alphabet in each cell in the box provided for writing the name.

### **Section D5: Marital status**

The applicant must check (√) only one of the two options: married or unmarried. The purpose is to record the current status of the applicant, not a record of the past. If a person was married earlier but has subsequently divorced the spouse or if the spouse has died, he or she would check unmarried.

### **Section E: Educational qualification**

The survey is being conducted on a self-declaration basis and no certificates or documentation to support the qualifications being recorded are required at this stage. However, applicants should be made aware that complete documentation would be required at the time that formal appointment is offered.

The details of educational qualifications must be filled in serially. For example, if an applicant has studied up to BA/BSc level, all the educational qualifications starting from early education (section E1), secondary school (section E2), postsecondary diploma (section E3), and BA/BSc (section E4) must be recorded. It is not enough to merely mention details of the BA/BSc degree.

The form provides only for postsecondary diplomas of 1, 2, or 3 years' duration. If a person has qualified from a four-year diploma, which is considered equivalent to a BA, then he or she enters details in the BA/BSc column with the remark "four-year diploma equivalent to BA".

### **Section E5: Languages**

The purpose of this section is to assess how well the applicant can speak and write languages. Any misdeclaration will attract the penalty specified in section J.

There are four skill levels in each language for speaking and writing skills, ranging from 0 to 3. The applicant has to circle only one of these for each language separately for speaking and

writing skills. The skill level attributed to each of these is explained in the form itself. Generally, a rating of 3 should not be recorded unless the applicant is very fluent in speech and capable of writing abstract or difficult prose. In the columns marked "other – specify", the applicant may give details of languages, including foreign languages, which he or she knows in addition to Arabic or English.

### **Section F: Work experience**

The applicant must mention the details of the first appointment in public service in section F1 and section F2. In the case of SPLM cadres this would be the date of joining the movement. SPLM cadres need not give details of the grade at the time of appointment. For example, if an SPLM employee joined through recruitment it is sufficient to write "private" in section F2.

In sections F3 and F4 the applicant has to give details of current appointment. If the current grade and location are the same as that of the first appointment, repeat the information already given in sections F1 and F2. If the applicant was subsequently promoted or transferred to another location, give the date of promotion with the new grade or the date of transfer to the current location.

In section F5 the name and other particulars of the person (direct supervisor) under whom the applicant is directly working must be mentioned. The direct supervisor may be different from the head of the office, unless the applicant directly reports to the head of the office. For example, if a deputy director reports to a director, the director will be the direct supervisor, and not the under-secretary or director general who may be the head of the office.

### **Section G: Establishment and personnel file information**

Personnel of organized services will give their military number and check (√) one of the two options; trained or untrained. Personnel of civil services will give their establishment number.

All personnel are required to indicate their personnel file number. However, the personnel file number may not be known. It would be the responsibility of the direct supervisor to indicate the personnel file number where the applicant does not know it. In the case of CCSS employees, failure to note the personnel file number may invalidate the claim. SPLM cadres do not have a personnel file number and are not required to indicate it.

### **Section G5 and G6: Service status**

This section does not apply to SPLM cadres; it applies only to CCSS personnel.

Regular employees of CCSS, for whom the Government is making a pension contribution and who are eligible for pension when they retire, would check the box "pensionable". The date under this box must be the date when the applicant became a regular employee. For example, if the employee joined on a monthly basis earlier but was later confirmed as a regular employee, the date when he or she was confirmed as a regular employee must be indicated and not the date when he or she first joined on a monthly basis.

Retired employees of CCSS who are drawing pensions but who have been reemployed on a fixed-term contract must check the box "pensioner" and record the date when their contract began.

All other employees of CCSS who are neither regular employees nor retired employees and are drawing consolidated wages must check “consolidated” and record the date when their service on a consolidated basis began.

### **Section H: Referees other than relatives**

It is in the interest of the applicant to provide the names and other particulars of two referees who may substantiate the particulars of the applicant. However, failure to provide two references will not directly prejudice the applicant.

### **Section I: Particulars of other qualifications**

It is in the interest of the applicant to faithfully record his or her qualifications for any job other than the one in which he or she is currently employed. This additional information will be incorporated into the human resource database of the Government of Southern Sudan, to be used as required.

### **Section J: Certification by applicant**

The significance of this certificate must be explained to applicants. This certificate must not be given casually.

### **Section K: Verification by the direct supervisor**

The survey form is self-declaratory and while the final responsibility for the veracity of the information rests with the applicant all efforts must be made to ensure that the information is correctly recorded. Direct supervisors must also remind the applicants that incorrect claims can render an applicant disqualified for public service, leading to dismissal.

The direct supervisor must ensure that all the boxes have been filled in by the applicant. Failure to fill in all the boxes may adversely affect consideration of the application.

In the case of CCSS employees, personnel file numbers, though generally available, are not widely known to employees. It would be the responsibility of the direct supervisor to record the personnel file number in each case by checking the office records.

Direct supervisors should scrutinize applications carefully before recording the verification certificate. Checks can be devised within the information available in the form to catch and correct mistakes and omissions. For example, the information in section B can be cross-checked with information in section F4. Similarly, the information in section D4 can be cross-checked with information in section E and section F1.

Particular attention must be given to the physical and mental status of the applicant. If any obvious physical or mental handicaps are noticed that can impede the applicant from discharging the duties of the job currently being performed these must be clearly recorded. This duty does not however extend to giving the direct supervisor the authority to remark on the general competence of a person for performing the job currently occupied.

The verification certificate must not be recorded unless the direct supervisor is personally satisfied that the information provided by the applicant has been recorded in good faith.

In exceptional cases, where an employee is on long leave or cannot attend due to ill health, the direct supervisor may record the form on behalf of the employee, giving such particulars as are known to him or her. However, this must be an exception, and in general no survey form will

be accepted unless the employee is physically present and has been verified. In such cases the direct supervisor must record the reasons why the employee could not attend.

**Section L: Verification by survey team leader**

The certification by the survey team leader must not be given unless he or she is personally satisfied that the verification by the direct supervisor has been made in good faith and after following due process.

The survey form is self-declaratory, and while the final responsibility for the veracity of the information rests with the applicant all efforts must be made to ensure that the information is correctly recorded.

Particular attention must be given to survey forms where the employee for good and adequate reasons could not be physically present during the survey. These would be exceptional cases, duly certified by the direct supervisor. Great care must be taken while accepting such forms to avoid the possibility of regularization of ghost workers via the survey.

Please keep a record of any principles, which have been missed or are not available in the guidelines, that you adopted during the survey and submit a statement of these principles when submitting your debriefing reports to the Coordination and Verification Committee.

## **Appendix D. Workshop address by HE David Deng**

### **Public Service Survey Workshop**

**25 to 26 October 2005**

#### **Address**

**HE David Deng**

**Minister for Labor, Public Service and Human Resource Development**

**Government of Southern Sudan**

It is my privilege to be with you all on this historic day when the full Government of Southern Sudan has been established under the able leadership of our president and vice president.

It is an open secret that governments are made by politicians but they are run by public service professionals, like yourselves. It is fitting, therefore, that we are gathered here today to take the first step towards establishing a professional, cohesive, and inclusive public service in Southern Sudan.

An efficient, stable, and proactive public service system is much more than merely a means of running the Government. It is the key determinant of the quality of governance and shows the commitment of the Government to achieve the goals of justice, freedom, equality, and respect for human rights and the rule of law in the Sudan, which is embedded in the draft Constitution. It is also a tribute to the selfless sacrifices of our martyrs, heroes, and heroines and a symbol of our commitment to the Comprehensive Peace Agreement of January 9, 2005.

The requirements of rapid development can only be met by investing in the economy and by building institutions. The fruits of development must quickly reach our people, who have suffered so greatly. We must dedicate ourselves to a genuine national healing process and the building of trust and confidence in our society and lay the foundation of a peaceful and prosperous society.

The survey, which has been authorized by the vice president, is a crucial input for formulating a comprehensive policy on public services which addresses the issues of recruitment into public service, terms and conditions of service, training, appraisal, and human resource development. It is also the first step towards financial control over public expenditure on salaries, benefits, and pensions and towards proper budgeting of future liabilities on these accounts.

I am given to understand that an empowered Coordination and Verification Committee has been constituted with specific tasks and responsibilities. I have complete confidence that the committee will execute its responsibilities with due care and diligence. Time is of the essence and the magnitude of future challenges is significant. I would therefore advise the committee to be heedful of the twin objectives of timely and efficient completion of the survey so that we may be able to start the New Year with a detailed database of public service personnel.

I wish the workshop all success and trust those of you who have traveled from outside will all have a pleasant stay in Juba.

## Appendix E. Guidelines for debriefing of survey teams

### Government of Southern Sudan

#### Coordination and Verification Committee for survey of public service personnel

#### Guidelines for debriefing of survey teams

### 1. Tasks for survey teams

Survey team leaders and accompanying centrally deputed members will be in Juba for three days on return. They will accomplish the following tasks during this period:

- a. Deliver the completed survey forms arranged by serial numbers to representatives of the CVC
- b. Deliver the unfilled forms arranged serially
- c. Provide a signed account of the usage of survey forms in the following form:

#### Form I. Account of survey forms

Details of forms	Serial numbers	Nos.	Remarks if any
Forms supplied			
Forms completed			
Unusable forms (lost/destroyed/spoilt)			
Forms returned unused			
Total			
		(Signed) Team Leader	(Signed) Team Member
		Verified (Signed) CVC Member	Verified (Signed) CVC Secretary

Note: It may be noted that serial numbers that have been indicated as not filled/lost/destroyed or spoilt by the survey team will be electronically excluded from the survey. Hence team leaders are to ensure that the reporting is accurate.

- d. Deliver a written report of the daily events and work done during the survey, clearly specifying the following;
  - o Any areas/organizations in your area that could not be surveyed
  - o The estimated numbers of people not surveyed in each area based on local information made available
  - o The reasons why the survey in these areas was not possible.

### 2. Tasks for CVC members

- a. The verifying CVC member must check that the number of forms and serial numbers being returned in each category match the serial numbers and numbers mentioned in form I.

- b. The secretary of the CVC has overall responsibility for all functionaries executing their respective roles.
- c. The secretary of the CVC will ensure safekeeping of each category of the forms, bundled into convenient sizes of between 500 and 1,000 forms per bundle. The unused and the spoilt/mutilated/unusable survey forms will be stored in a safe place in the Ministry of Labor, Public Service, and Human Resource Development, under the supervision of the storekeeper. The completed survey forms will be bundled and packed in convenient-sized bundles ready for delivery to the data entry contractor. Pending collection by the data entry operator they will be kept in safe custody with the storekeeper in the Ministry of Labor, Public Service, and Human Resource Development.
- d. The secretary of the CVC will provide a consolidated report in form I for all the survey teams.

## Appendix F. Survey teams

### 1. Bahr el Jabel State

- |                        |             |
|------------------------|-------------|
| (a) Tong Akech Deng    | Team leader |
| (b) Ireneo Akot Deng   | Member      |
| (c) Commanding officer | Member      |

### 2. Western Equatoria State

- |                        |             |
|------------------------|-------------|
| (a) Moses Mabior       | Team leader |
| (b) Isaac Juma Martin  | Member      |
| (c) Commanding officer | Member      |

### 3. Jonglei State

- |                        |             |
|------------------------|-------------|
| (a) Kuol Deng Kuol     | Team leader |
| (b) Jacob Marial       | Member      |
| (c) Commanding officer | Member      |

### 4. Unity State

- |                         |             |
|-------------------------|-------------|
| (a) Gordon Soro         | Team leader |
| (b) Darious Okeny Okedi | Member      |
| (c) Commanding officer  | Member      |

### 5. Upper Nile State

- |                        |             |
|------------------------|-------------|
| (a) Enock Manyon Malok | Team leader |
| (b) Ananias Modi Lolik | Member      |
| (c) Commanding officer | Member      |

### 6. Western Bahr el Ghazal State

- |                        |             |
|------------------------|-------------|
| (a) Pius Subek         | Team leader |
| (b) Isaack Makur Ater  | Member      |
| (c) Commanding officer | Member      |

### 7. Northern Bahr el Ghazal State

- |                           |             |
|---------------------------|-------------|
| (a) Chadrack Chol Stephen | Team leader |
| (b) Aggrey Tisa Sabuni    | Member      |
| (c) Commanding officer    | Member      |

### 8. Lakes State

- |                      |             |
|----------------------|-------------|
| (a) Abdun Ayuen Kuol | Team leader |
|----------------------|-------------|

- |            |   |             |
|------------|---|-------------|
|            | (b) Peter Athei Amoch                       | Member      |
|            | (c) Commanding officer                      | Member      |
| <b>9.</b>  | <b>Warab State</b>                          |             |
|            | (a) Peter Gatkuoth Khor                     | Team leader |
|            | (b) Yousif Ramadan Mohammed                 | Member      |
|            | (c) Commanding officer                      | Member      |
| <b>10.</b> | <b>Khartoum</b>                             |             |
|            | (a) Afred Akwach Omoli                      | Team leader |
|            | (b) Justi Lino                              | Member      |
|            | (c) Bol Mayuek Gur                          | Member      |
| <b>11.</b> | <b>Eastern Equatoria State</b>              |             |
|            | (a) George Moga Benjamin                    | Team leader |
|            | (b) Obeid Kundu                             | Member      |
|            | (c) Commanding officer                      | Member      |
| <b>12.</b> | <b>CANS/SPLM secretariats and CCSS Juba</b> |             |
|            | (a) Akeui Deng Akuei                        | Team leader |
|            | (b) James Tipo Akol                         | Member      |
|            | (c) Commanding officer                      | Member      |

**Appendix G. Response rates for items on survey form**

No.	Item	Response for item		No response for item		Total
		No.	Rate (%)	No.	Rate (%)	
1	Unique serial number of applicant	62,172	100.0	0	0.0	62,172
2	Whether from SPLM or CCSS	62,172	100.0	0	0.0	62,172
3	User who entered in the database	62,172	100.0	0	0.0	62,172
4	Date entered in the database	62,172	100.0	0	0.0	62,172
5	Level of government of applicant	62,172	100.0	0	0.0	62,172
6	Full name of applicant	62,124	99.9	48	0.1	62,172
7	Current town applicant located in	62,007	99.7	165	0.3	62,172
8	Father's name	61,938	99.6	234	0.4	62,172
9	Direct supervisor name	61,720	99.3	452	0.7	62,172
10	Early education state	61,653	99.2	519	0.8	62,172
11	State of current job	61,594	99.1	578	0.9	62,172
12	Early education county	61,571	99.0	601	1.0	62,172
13	Early education town	61,538	99.0	634	1.0	62,172
14	Current state applicant located in	61,511	98.9	661	1.1	62,172
15	Town of present job	61,479	98.9	693	1.1	62,172
16	Grandfather's name	61,405	98.8	767	1.2	62,172
17	Title of direct supervisor	61,185	98.4	987	1.6	62,172
18	Current ministry/agency of applicant	61,056	98.2	1,116	1.8	62,172
19	Ministry applicant works in	61,026	98.2	1,146	1.8	62,172
20	Date of birth	60,437	97.2	1,735	2.8	62,172
21	County of present job	60,000	96.5	2,172	3.5	62,172
22	Current county applicant located in	59,947	96.4	2,225	3.6	62,172
23	Batch number	59,813	96.2	2,359	3.8	62,172
24	Date of first appointment	57,264	92.1	4,908	7.9	62,172
25	Marital status	56,576	91.0	5,596	9.0	62,172
26	Current job title	56,421	90.7	5,751	9.3	62,172
27	Job title of first appointment	56,055	90.2	6,117	9.8	62,172
28	Date of present job	55,686	89.6	6,486	10.4	62,172
29	Gender of applicant	55,453	89.2	6,719	10.8	62,172
30	Applicant birth state	55,285	88.9	6,887	11.1	62,172
31	Applicant birth town	55,200	88.8	6,972	11.2	62,172
32	Current grade	55,027	88.5	7,145	11.5	62,172
33	Applicant birth county	54,227	87.2	7,945	12.8	62,172
34	State of supervisor	52,752	84.8	9,420	15.2	62,172

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35	State of first appointment	52,285	84.1	9,887	15.9	62,172
36	Town of first appointment	52,157	83.9	10,015	16.1	62,172
37	County of first appointment	51,929	83.5	10,243	16.5	62,172
38	Agency that first employed applicant	49,021	78.8	13,151	21.2	62,172
39	Grade of first appointment	48,235	77.6	13,937	22.4	62,172
40	Spoken Arabic proficiency	44,680	71.9	17,492	28.1	62,172
41	Secondary education year finished	42,325	68.1	19,847	31.9	62,172
42	Spoken English proficiency	40,261	64.8	21,911	35.2	62,172
43	City of supervisor	39,630	63.7	22,542	36.3	62,172
44	Agency of direct supervisor	38,987	62.7	23,185	37.3	62,172
45	Written English proficiency	35,066	56.4	27,106	43.6	62,172
46	Secondary education county	34,122	54.9	28,050	45.1	62,172
47	Secondary education town	33,906	54.5	28,266	45.5	62,172
48	Secondary education state	32,586	52.4	29,586	47.6	62,172
49	Other language spoken proficiency	31,487	50.6	30,685	49.4	62,172
50	Early education finished	30,539	49.1	31,633	50.9	62,172
51	Telephone number of supervisor	28,992	46.6	33,180	53.4	62,172
52	Other language name	28,813	46.3	33,359	53.7	62,172
53	Whether trained for position for military	26,206	42.2	35,966	57.8	62,172
54	Pensioner, pensionable or consolidated	24,765	39.8	37,407	60.2	62,172
55	Written Arabic proficiency	23,694	38.1	38,478	61.9	62,172
56	Records whose grades were changed	22,634	36.4	39,538	63.6	62,172
57	Personnel file number for civilians	22,528	36.2	39,644	63.8	62,172
58	Establishment number for civilians	22,452	36.1	39,720	63.9	62,172
59	Other language written proficiency	17,974	28.9	44,198	71.1	62,172
60	Date if pensionable	17,120	27.5	45,052	72.5	62,172
61	Military number of applicant	14,930	24.0	47,242	76.0	62,172
62	Other language 2 spoken proficiency	7,847	12.6	54,325	87.4	62,172
63	Other language 2 name	6,790	10.9	55,382	89.1	62,172
64	Postsecondary 1 institution name	5,700	9.2	56,472	90.8	62,172
65	Postsecondary field of study 1	5,215	8.4	56,957	91.6	62,172
66	Postsecondary 1 location	5,087	8.2	57,085	91.8	62,172
67	Email of direct supervisor	4,787	7.7	57,385	92.3	62,172
68	Other language 2 written proficiency	4,212	6.8	57,960	93.2	62,172
69	Postsecondary 1 year awarded	3,885	6.2	58,287	93.8	62,172
70	University BA institution name	2,966	4.8	59,206	95.2	62,172
71	University BA field of study	2,890	4.6	59,282	95.4	62,172
72	University BA location	2,723	4.4	59,449	95.6	62,172

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73	University BA year awarded	2,372	3.8	59,800	96.2	62,172
74	Postsecondary field of study 2	1,915	3.1	60,257	96.9	62,172
75	Postsecondary 3 field of study	1,808	2.9	60,364	97.1	62,172
76	Postsecondary 2 institution name	1,753	2.8	60,419	97.2	62,172
77	Postsecondary 3 institution name	1,697	2.7	60,475	97.3	62,172
78	Postsecondary 2 location	1,527	2.5	60,645	97.5	62,172
79	Postsecondary 3 year awarded	1,495	2.4	60,677	97.6	62,172
80	Postsecondary 3 location	1,473	2.4	60,699	97.6	62,172
81	Postsecondary 2 year awarded	1,460	2.3	60,712	97.7	62,172
82	Date if consolidated	1,309	2.1	60,863	97.9	62,172
83	University postgraduate field of study	400	0.6	61,772	99.4	62,172
84	University postgraduate institution name	374	0.6	61,798	99.4	62,172
85	Date if pensioner	362	0.6	61,810	99.4	62,172
86	University postgraduate location	314	0.5	61,858	99.5	62,172
87	University postgraduate year awarded	286	0.5	61,886	99.5	62,172
88	University Masters field of study	168	0.3	62,004	99.7	62,172
89	University Masters institution name	162	0.3	62,010	99.7	62,172
90	University Masters location	133	0.2	62,039	99.8	62,172
91	University Masters year awarded	130	0.2	62,042	99.8	62,172
92	University PhD institution name	48	0.1	62,124	99.9	62,172
93	University PhD field of study	41	0.1	62,131	99.9	62,172
94	University PhD location	35	0.1	62,137	99.9	62,172
95	University PhD year awarded	18	0.0	62,154	100.0	62,172

## Appendix H. Serving public service personnel in functional areas or ministries, by county

S/No.	County	Agriculture	Educ., science & technology	Envir. & wildlife conservation	Finance & econ. planning	Health	Local government	Police, prisons & security	Technical/ engineering	Other
1	Juba	384	1,447	455	429	1,022	630	1,659	384	1
2	Wau	158	608	420	202	381	89	1,943	274	
3	Kajo Keji	4	23	9	6	79	18	44	3	2
4	Rumbek	33	381	283	122	123	117	1,688	65	
5	Tonga	138	1,044	29	459	300	231	5	271	
6	Yambio	184	692	119	107	371	71	515	115	
7	Aweil	50	268	159	112	94	199	956	22	
8	Torit	90	374	33	122	193	267	236	80	
9	Maridi	89	539	60	29	288	98	188	36	
10	Aweil East	14	318	47	12	31	39	948	29	
11	Magwi	45	568	151	32	160	308	114	17	
12	Malakal	22	274	64	167	380	182	4	52	
13	Gogrial East	30	236	87	12	47	47	738	16	
14	Renk	109	432	9	206	186	99	0	38	
15	Yei	77	218	20	93	116	153	128	32	
16	Bor	24	278	52	70	127	141	139	42	
17	Twic	16	306	22	7	103	57	397	9	
18	Cueibet	7	94	74	2	13	120	529	5	
19	Aweil Central	13	91	179	19	41	33	267	18	
20	Gogrial West	41	213	22	7	37	35	379	11	
21	Rubkona	24	31	1	75	58	127	314	52	
22	Mundri	85	201	23	24	69	68	132	22	
23	Ikotos	24	270	5	8	65	209	53	18	
24	Mayom	9	40	1	92	63	147	89	22	
25	Lopa	37	253	20	3	90	47	113	23	
26	Lainya	21	150	12	4	28	121	114	5	
27	Budi	21	183	12	7	142	147	4	6	
28	Tonj	22	33	62	6	12	29	331	8	
29	Akobo	12	35	20	8	97	34	251	26	
30	Tonj North	22	44	52	4	37	83	220	6	
31	Tombura	9	129	40	10	100	44	116	11	
32	Tonj East	3	42	32	9	20	41	322	0	
33	Yirol West	4	33	79	6	35	14	263	24	

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34	Yirol	7	106	19	35	29	49	158	11
35	Morobo	10	259	4	10	62	80	4	3
36	Twic East	18	120	1	6	50	36	130	15
37	Aweil West	9	122	32	2	51	47	108	5
38	Aweil South	6	148	16	4	16	36	176	0
39	Bor South	34	53	2	61	82	53	19	18
40	Leer	21	86	10	34	16	71	89	13
41	Fashoda	11	146	19	107	20	13	0	5
42	Yirol East	8	42	52	0	22	31	173	1
43	Gogrial	15	80	7	15	12	30	159	3
44	Aweil North	16	120	2	1	28	25	111	6
45	Wulu	4	23	41	0	8	14	202	2
46	Panjiar	0	309	0	1	0	6	3	0
47	Tonj South	13	28	19	4	15	50	167	11
48	Kapoeta	6	59	4	8	16	157	39	2
49	Warab	2	31	2	10	0	15	209	6
50	Rumbek East	4	123	22	3	10	35	45	5
51	Pibor	22	44	23	9	17	34	93	1
52	Pochalla	0	27	37	4	0	54	115	1
53	Awerial	2	7	18	0	11	11	148	0
54	Terekeka	19	80	3	10	36	5	39	3
55	Atar	7	5	11	1	3	8	163	0
56	Guit	23	62	0	19	36	15	2	4
57	Abiemnom	6	11	2	8	12	53	61	0
58	Ayod	11	20	12	6	39	15	60	8
59	Fangak	2	10	7	5	26	8	91	7
60	Duk	25	33	14	1	22	24	41	2
61	Wurror	5	2	2	1	8	16	137	1
62	Rumbek Central	2	113	2	1	6	6	20	3
63	Nzara	28	48	15	0	12	10	38	0
64	Pariang	3	19	5	3	4	34	75	0
65	Ibba	7	73	5	0	22	1	37	0
66	Lafon	6	59	4	1	21	12	5	1
67	Mayendit	1	10	2	8	17	16	28	3
68	Maiwut	3	18	0	31	8	34	0	0
69	Kapoeta East	1	43	1	1	3	33	7	2
70	Baliet	1	67	0	6	0	11	1	1
71	Kharfulus	11	6	2	1	6	11	45	0
72	Ruweng	1	5	0	0	1	0	73	0
73	Raga	4	5	9	1	8	20	24	4
74	Sobat	0	20	0	6	5	43	0	5

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75	Khartoum	10	10	0	7	4	5	15	11
76	Rumbek North	3	4	6	0	5	3	48	3
77	Maper	9	0	9	1	1	1	41	5
78	Nagero	2	28	5	0	12	6	9	8
79	Koch	0	0	0	2	0	63	1	0
80	Waat	1	11	2	11	14	2	0	16
81	Mvolo	2	8	5	0	7	3	36	0
82	Rufaa	0	63	0	0	0	0	1	0
83	Imotong	6	12	0	2	7	12	4	0
84	Akot	0	0	34	0	2	0	14	0
85	Bentiu	2	3	0	12	5	8	13	2
86	Bor North	3	13	1	2	2	4	13	1
87	Mundri West	2	4	1	1	3	1	22	0
88	Jur River	1	0	2	7	5	6	1	1
89	Lool River	0	1	9	2	0	10	2	0
90	Yei River	0	13	2	1	5	4	1	0
91	Aliab	0	3	0	0	0	24	0	0
92	Kapoeta South	0	3	0	0	3	15	1	0
93	Abyei	0	1	1	2	0	0	4	4
94	Maluth	0	4	1	5	0	7	0	0
95	Ikwoto	1	13	0	0	0	1	0	1
96	Ulang	0	7	0	0	8	0	0	0
97	Ezo	0	5	1	1	0	1	1	0
98	Kongoro	1	4	0	0	2	0	1	0
99	Nyang	0	1	0	0	1	2	4	0
100	Madani	0	5	1	0	1	0	0	0
101	Munri East	0	3	0	0	0	0	0	2
102	Turalei	0	3	0	1	0	0	2	0
103	Boma	0	3	0	1	0	1	1	0
104	Wollu	0	0	1	0	0	0	3	0
105	Bazia	0	0	0	1	0	0	4	0
106	Lapon	0	3	0	0	0	0	1	0
107	Deim Zubeir	0	0	1	0	0	0	2	0
108	Est	0	0	0	0	0	0	3	0
109	Bimnhom	0	2	0	0	0	0	0	0
110	Pacong	0	0	0	1	0	0	0	1
111	Tundia	0	0	2	0	0	0	0	0
112	Abushaka	0	0	0	0	0	0	1	0
113	Dilling	0	1	0	0	0	0	0	0
114	Goss	0	0	0	0	0	0	1	0
115	Jale	0	0	1	0	0	0	0	0

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116	Kpaile	0	0	0	0	0	0	1	0	
117	Kuarjieno	0	0	0	0	0	0	0	0	
118	Mareng	0	0	1	0	0	0	0	0	
119	Nadiangere	1	0	0	0	0	0	0	0	
120	Payinjar	0	0	0	1	0	0	0	0	
121	Rubkodni	0	0	0	0	0	0	0	1	
122	Unspecified county	75	483	210	140	104	156	695	136	
	<b>Totals</b>	<b>2,314</b>	<b>13,204</b>	<b>3,375</b>	<b>3,096</b>	<b>5,859</b>	<b>5,602</b>	<b>17,240</b>	<b>2,086</b>	<b>9</b>

**Appendix I. Serving public service personnel in grades, by county**

S/No.	County	Super scale	Admin. & professional	Subprofessional	Unspecified	Total employees
1	Juba	174	441	319	6,510	7,444
2	Wau	0	0	1	63	64
3	Kajo Keji	0	0	0	8	8
4	Rumbek	22	59	58	1,408	1,547
5	Tonga	135	299	228	3,791	4,453
6	Yambio	124	215	149	2,653	3,141
7	Aweil	0	1	0	6	7
8	Torit	79	150	151	1,112	1,492
9	Maridi	51	106	87	2,274	2,518
10	Aweil East	36	58	68	1,308	1,470
11	Magwi	9	10	9	468	496
12	Malakal	11	47	20	968	1,046
13	Gogrial East	19	86	47	623	775
14	Renk	5	25	18	267	315
15	Yei	0	0	0	1	1
16	Bor	5	5	6	68	84
17	Twic	67	150	89	1,008	1,314
18	Cueibet	9	59	6	366	440
19	Aweil Central	23	181	76	733	1,013
20	Gogrial West	5	13	8	692	718
21	Rubkona	1	2	3	186	192
22	Mundri	3	21	8	657	689
23	Ikotos	17	23	25	951	1,016
24	Mayom	0	1	2	215	218
25	Lopa	24	65	32	664	785
26	Lainya	17	38	19	530	604
27	Budi	5	36	46	538	625
28	Tonj	0	0	3	205	208
29	Akobo	0	2	1	81	84
30	Tonj North	4	14	7	281	306
31	Tombura	68	100	90	2,678	2,936
32	Tonj East	0	0	0	1	1
33	Yirol West	4	16	4	173	197
34	Yirol	11	22	11	410	454

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35	Morobo	5	66	97	740	908
36	Twic East	9	15	11	182	217
37	Aweil West	9	71	34	376	490
38	Aweil South	14	52	32	456	554
39	Bor South	0	0	0	2	2
40	Leer	1	3	2	417	423
41	Fashoda	15	37	28	468	548
42	Yirol East	11	27	19	199	256
43	Gogrial	0	13	5	394	412
44	Aweil North	17	58	40	414	529
45	Wulu	6	36	37	242	321
46	Panjiar	29	40	28	1,285	1,382
47	Tonj South	8	12	8	151	179
48	Kapoeta	2	9	26	298	335
49	Warab	6	5	4	175	190
50	Rumbek East	13	19	7	483	522
51	Pibor	15	19	14	250	298
52	Pochalla	77	295	189	2,465	3,026
53	Awerial	3	1	2	62	68
54	Terekeka	14	22	17	350	403
55	Atar	9	28	14	715	766
56	Guit	15	56	29	236	336
57	Abiemnom	14	19	16	193	242
58	Ayod	3	9	4	137	153
59	Fangak	5	12	2	63	82
60	Duk	4	10	7	175	196
61	Wurror	0	0	1	7	8
62	Rumbek Central	1	1	8	466	476
63	Nzara	8	62	17	420	507
64	Pariang	0	0	0	124	124
65	Ibba	4	2	3	359	368
66	Lafon	3	12	19	291	325
67	Mayendit	2	31	12	218	263
68	Maiwut	3	6	5	102	116
69	Kapoeta East	5	26	6	130	167
70	Baliet	6	8	13	329	356
71	Kharfulus	2	6	5	53	66
72	Ruweng	1	12	0	45	58
73	Raga	1	2	6	42	51
74	Sobat	3	11	7	105	126
75	Khartoum	0	6	1	71	78

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76	Rumbek North	1	4	0	35	40
77	Maper	0	0	0	6	6
78	Nagero	1	0	0	174	175
79	Koch	0	0	1	4	5
80	Waat	5	0	4	77	86
81	Mvolo	5	9	6	55	75
82	Rufaa	4	10	4	326	344
83	Imotong	0	16	7	57	80
84	Akot	0	0	0	5	5
85	Bentiu	2	4	3	19	28
86	Bor North	12	5	1	79	97
87	Mundri West	0	1	7	28	36
88	Jur River	0	0	1	2	3
89	Lool River	0	0	1	6	7
90	Yei River	2	3	2	84	91
91	Aliab	0	0	0	24	24
92	Kapoeta South	0	2	2	15	19
93	Abyei	0	1	1	5	7
94	Maluth	2	2	1	29	34
95	Ikwoto	0	0	0	91	91
96	Ulang	0	4	5	58	67
97	Ezo	0	1	2	47	50
98	Kongoro	2	2	2	24	30
99	Nyang	1	1	0	0	2
100	Madani	2	4	2	37	45
101	Munri East	1	0	0	18	19
102	Turalei	0	0	1	15	16
103	Boma	18	41	38	343	440
104	Wollu	1	0	0	2	3
105	Bazia	0	0	0	2	2
106	Lapon	0	1	0	9	10
107	Deim Zubeir	0	10	17	128	155
108	Est	17	119	34	1,447	1,617
109	Bimnhom	41	113	68	2,101	2,323
110	Pacong	0	0	0	1	1
111	Tundia	0	0	0	1	1
112	Abushaka	0	0	0	1	1
113	Dilling	0	0	0	6	6
114	Goss	0	0	0	1	1
115	Jale	0	0	1	0	1
116	Kpaile	0	0	0	1	1

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117	Kuarjieno	0	0	1	0	1
118	Mareng	0	0	0	1	1
119	Nadiangere	12	12	13	117	154
120	Payinjar	35	34	50	1,096	1,215
121	Rubkodni	0	0	0	15	15
122	Unspecified county	25	187	81	1,859	2,152
	<b>Totals</b>	<b>1,460</b>	<b>3,950</b>	<b>2,722</b>	<b>54,040</b>	<b>62,172</b>