



REMARKS

AT THE 147TH ASSEMBLY OF THE IPU

BY

**THE HONOURABLE PIA GLOVER-ROLLE,
MEMBER OF PARLIAMENT FOR GOLDEN
GATES AND MINISTER OF LABOUR AND
THE PUBLIC SERVICE**

**BUILDING MORE INCLUSIVE, EFFECTIVE
INSITUTIONS**

WEDNESDAY, 25 OCTOBER 2023

Distinguished Colleagues,

Ladies and Gentleman,

As we take the steps necessary to realise SDG 16, we do with full knowledge that every step we take toward our goal brings us that much closer to building a better society.

The Government of The Bahamas embraces inclusivity.

In 2022, we launched our Public Service Professional Engagement Programme, achieving our goal to have people living with disabilities make up 10% of the cohort. This was the first time a government training

and employment programme made provisions for this community. This year, we were proud to match last year's participation rates with 10% of our recently launched cohort also made up of people living with disabilities.

We were able to help them to get their foot in the door, but the next step will be to ensure that they are able to have a seat around the decision making table, so that their voices are heard and their influence is felt.

The same is true for every underrepresented group in our societies. If we believe that diversity is a virtue, then we must demonstrate our belief through action.

Our people deserve a government that looks like them and reflects their values. This a signpost of a healthy

democracy, and it also makes our institutions more effective.

In the developing world, it cannot be overstated the extent to which we need efficient and effective institutions to address our most pressing challenges.

To achieve this goal, our institutions must be manned by workers who have the necessary capacity to drive progress.

As the Minister of Labour and the Public Service, one of my primary objectives is to develop institutional capacity through revamping government recruitment and onboarding processes, retooling existing training programmes, and providing opportunities for on-the-job support and learning experiences.

We were able to leverage synergies by, for example, pairing the Public Service Professional Engagement Programme with the National Training Agency's soft skills training workshops to make government onboarding of entry level public servants more robust.

This addresses one part of the problem; however, more transformative efforts are necessary.

We are currently completing a workforce audit that will identify existing skill gaps and provide the data we need to map out long-term workforce development plans while we simultaneously redevelop government HR policies and procedures. Once the analysis is complete, we will move on to the implementation of

data-driven solutions and policies. This process is time consuming and resource-intensive but necessary.

There are no magic bullets to institutional reform, and no shortcuts to sustainably building institutional capacity.

What matters most is maintaining the necessary political will and demonstrating our commitment to an institutional reform agenda by allocating sufficient finances, expertise, and other resources for the needed transformative work to take place.

To build stronger institutions, the developing world needs support – both financial and technical support – as well as a willingness by all parties to move away from cookie cutter approaches and dive into local data,

so that countries can develop their own homegrown plans for institutional reform and capacity building.

In many ways, progress on SDG 16 is the key to driving progress on all of the other sustainable development goals. When government institutions are working the way they should be, every other goal becomes more attainable.

The Government of The Bahamas looks forward to working with the members of this community as we support each other in making real progress toward developing effective and efficient institutions capable of driving the changes we need.

Thank you.