



## Project Fact Sheet

### Capacity Development Initiative

#### PROJECT AIM (OVERALL OBJECTIVE)

The purpose of this programme is to support the development of institutional, organizational, and individual capacities needed to execute core public management functions required to sustain the building of a national public service, within an environment of open, structured, reliable, and accountable government.

#### PROJECT DESCRIPTION

The Palestinian public sector has encountered severe difficulties in delivering public services due to a lack of functional capacities, which has been observed during the process of preparation of the Palestinian Reform and development Plan (PRDP). Such functional capacities include engaging stakeholders, formulating policies and strategies, budgeting and managing projects/programmes, and monitoring and evaluating. Another difficulty comes from the civil service system, which needs the formulation and implementation of transparent and equitable human resource development and management policies. The effective implementation of the PRDP, and other plans and policies will require, therefore, capacity of the institution in charge of the preparation of the PRDP, other national plans, and policies, and that of other government institutions in the above-mentioned functional areas.

In this context, the programme aims at achieving the following three outcomes:

- (1) Enhance the individual, organizational and institutional capability of the Ministry of Planning to formulate and implement national development plans (i.e. PRDP) and policies and facilitate and coordinate capacity development at the national level;
- (2) Strengthen the individual, organizational and institutional capacity of the General Personnel Council (GPC) to formulate and implement transparent and effective human resource management and human resource development policy and system; and
- (3) Enable selected government institutions to implement institutional reform and development and better carry out their functions particularly in delivering improved and better services to the citizens.

The programme will start with the formulation of a national strategy and policy for capacity development (CD), which would provide the MoP and other selected ministries with a vision as well as the tools to establish the criteria for assessment of government institutions' proposals on CD. The CD process includes capacity assessment, capacity development response strategies, costing CD interventions and CD monitoring and evaluation. At the individual level, the staff of the key government institutions will be trained to carry out capacity assessment of their respective organizations. The findings of the capacity assessment will provide the programme with the required intervention in terms of institutional reform, including the amendments needed in the mandate and functions of the various departments of the Ministries. The Ministries will be assisted in the implementation of the capacity development response strategies that will enable them to better carry out their functions with regard to the

#### THEMATIC AREA

Democratic Governance

#### SECTOR / SUB SECTOR

Public Administration

#### PROJECT DETAILS

Project Number	61760
Award Number	50122
Duration	2008-2013
Donor	Various
Partner	MoP, GPC

#### BUDGET

Total Budget	US\$ 14,659,170
Unfunded Budget	US\$ 11,659,170
Disbursement up to date	US\$

#### Geographic Location

West Bank and Gaza Strip

#### KEY OUTPUTS

- Capacity assessment of selected ministries and institutions
- Capacity development strategy of selected ministries and institutions
- Institutional reform and organizational development including mandate and functions of the various department of ministries
- Systems and processes of dialogue with stakeholders on national and sectoral development plans and policies

## Programme of Assistance to the Palestinian People

### Project Fact Sheet

formulation of national plans and policies, aid management, monitoring, evaluation, coordination and mainstreaming of capacity development.

The capacity of key government institutions will also be strengthened through their exposure to best practices in CD, through seminars and study tours. The programme will also support the MoP and concerned key government institutions in a number of functional areas through reviewing and unifying national systems in; engaging dialogue with stakeholders, strategic planning, budgeting and financial management, policy formulation, aid management, project proposals development, and monitoring and evaluation.

The programme will also support GPC in the preparation of a human resource management (HRM) and human resource development (HRD) policy and strategy. Best practices in HRM will be reviewed and shared with stakeholders, through seminars and study tours. Best practices will be piloted in three government institutions. The programme will assist GPC in improving the systems and procedures for transparent human resource management, particularly with regard to personnel recruitment, promotion processes, and performance appraisal system. The respective role and mandate of both GPC and government institutions in HRM and HRD will be reviewed, and a legislative framework that would reflect the findings of HRM strategy, policy, systems and procedures will be developed.

Finally, in the area of human resource development, GPC and government institutions will be provided with the tools and methodology in the identification of training needs of civil servants and the translation of these needs into proposals. It is worth mentioning that the programme will closely coordinate with another UNDP/PAPP project on leadership and management training programme, which is also carried out in partnership with GPC.

#### A WORK PLAN FOR THE NEXT SIX MONTHS

- Chief Technical Advisor on board
- Preparation of a national strategy and policy for CD
- Capacity development of staff of the governance department in the Ministry of Planning and other key government institutions started
- In-depth capacity assessment of the Ministry of Planning launched

- A strategy and policy on human resource management and development
- System and procedures for a transparent human resource
- A legislative framework for HRM
- HRM information system

#### CONSTRAINTS (if any)

- N/A

#### PROJECT CONTACT INFORMATION

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