



NATIONAL WORKSHOP ON PROMOTING COUNTRY SYSTEM

SIEMREAP, APSARA ANGKOR HOTEL

24-25 May, 2011



HUMAN & INSTITUTIONAL CAPACITY DEVELOPMENT FOR STRENGTHENING MINISTERIAL COORDINATION & MANAGEMENT



TABLE OF CONTENTS

1- INTRODUCTION

2- VISION

3- GOALS & OBJECTIVES

4- STRATEGIES & KEY RESULTS

5- ROLE OF DP_s AND TECHNICAL COOPERATION

6- CONCLUSION



1- INTRODUCTION

- Global changes(globalization:Technology-ICT-Environment-Social-Economic...)
- Situation of the Cambodian administration
- Situation of citizen(Demand & Supplies)
- The RGC is committed to transforming the Civil Service

into an effective public service provider.

- To do so, capacity of institutions and civil servants need



2- VISION

Institutions and civil servants are able to
perform assigned responsibility
effectively, efficiently and sustainably to
serve people better.



3- GOALS & OBJECTIVES

To improve the ability of the public administration and the civil service to be an effective providers of public services and trusted development partners.

Specific objectives:

- Developing sustainable capabilities to advise, plan, implement and monitor
- Gradually modify behavior from administrators of rules to providers of services
- Enhancing human & institutional performance & accountability



3- GOALS & OBJECTIVES(Cont')

Specific objectives:

- Develop mechanism for the efficient use of existing capacity & the effective development of capacity
- Improve learning, information & communications practices and systems
- Build internal capacity to develop capacity.



4- STRATEGY

- Develop capacity to develop capacity
- Develop institutional capacity
- Develop Human Resources
- Manage Human Resources
- Enhance motivation



KEY RESULTS:

- Establish operational review methodology & guides:
 - functional review
 - organizational review
 - business process review
- Training session on operational review methodology



KEY RESULTS(Cont'):

- Develop CD & HRD policies
- Develop a benchmark position (29 position description) as a results
of labor market study
- Develop M&E framework for NPAR
- Develop HRM policy & Manual
- Establish Royal Decree on Recruitment, Examination to change
categories and the promotion of level and grade



KEY RESULTS(Cont'):

- Establish Performance Management and Accountability System
- Establish POC scheme and Implementation guide
- Continue to enhance compensation

CHALLENGES:

- Capacity to manage
- Willingness of people and institution
- Resources



5- ROLE OF DPs & Technical cooperation

- Joint responsibility to support RGC capacity development efforts
- Enhance capacity of TA to transfer knowledge
- How can DPs align with Cambodian system



6- CONCLUSION

- Capacity development is a strategic investment into future of the civil service for the wellbeing of citizen and the prosperity of the country.
- We are at the beginning of the arduous road that will required close cooperation of all and strong coordination and monitoring both at the national and at the sector levels.

