

PROJECT TO PREPARE PUBLIC ADMINISTRATION FOR STATE REFORMS (PREPARE)



PREPARE aims to support the Government of Nepal as the country makes the transition from a unitary to a federal structure.

BACKGROUND

PREPARE is supporting the Government of Nepal (GoN) to lead the preparations for transforming the existing public administration to a federal system of governance, focusing on: a) administrative restructuring and transition management planning; and b) other administrative reforms for building capacity of selected government institutions, promoting social inclusion, and ensuring accountability and transparency.

PREPARE was launched in March 2013. Initially it undertook preparatory work for shifting to a federal system from the unitary system of governance. It also provided study-based inputs to the Constituent Assembly on the assignment of exclusive and concurrent functions to different tiers of Government while the Constitution was being prepared.



An orientation for Public Service Commission candidates in Kailali, Dhangadi

After the promulgation of the Constitution in 2015, the project has been providing the Government with research-based inputs for articulating strategies for administrative restructuring and reforms relating to transition management planning. The project has also supported a number of ministries and agencies in institutional strengthening and capacity development.

The project aims to:

- Strengthen current systems, processes and procedures for effective services, and
- ensuring they are more accountable, transparent, accessible and responsive; and
- Prepare relevant Government institutions for administrative reform in the broader context of state reforms.



QUICK FACTS:

Duration: 2013 to 2017

Focus: Administrative Restructuring and Transitional Planning

Source of Funding: UNDP

Implementing Agency: Ministry of General Administration

Partners: Office of the Prime Minister and Council of Ministers (OPMCM), Ministry of Federal Affairs and Local Development (MoFALD), Public Service Commission (PSC)

Total Budget: US\$ 4.9 million

ACHIEVEMENTS SO FAR



Workshop on the National Civil Service Policy and Civil Service Strategy with local-level officials from the western region

- Enhanced preparedness of key government agencies to execute constitutional provisions relating to administrative federalization and transition management by generating technical inputs for functional analysis and assignment, identification of needs of institutional arrangements and intergovernmental fiscal design.

- Collaborated with the Office of the Prime Minister and Council of Ministers (OPMCM) by extending technical support to the five thematic task forces of the Chief Secretary-led Federalism Implementation Administrative Restructuring Coordination Committee (FIARCC) in undertaking functional analysis covering all sectors by building on similar work done by the project in selective sectors.
- Promoted affirmative action in the Civil Service through support to develop the Gender Equality and Social Inclusion (GESI) policy for the civil service and continuation of support to build capacity of women and excluded groups to take the entrance examination administered by the Public Service Commission.
- Supported a study on restructuring of existing training institutions to train government employees as per the changed federal context.
- Developed the national Civil Service Policy and Strategy for restructuring and managing Civil Service in accordance with the new constitutional provisions.

EXPECTED RESULTS

Government-led public service reform strategy for shift to federal structures and capacity building of government institutions and future parliamentarians will be developed.

Core government functions will be supported to ensure smooth transition of staff and services and affirmative action in public service employment.

Consultations will be held between political and administrative actors on key public administration transition issues in the state restructuring process.

GENDER AND SOCIAL INCLUSION

- Conducted orientation/training for women and people from excluded groups to support their preparation for entrance examinations for officer-level positions in 23 districts. Altogether 1,666 candidates have been trained, including 1,011 women (60%). Of the trained candidates, 1,125 appeared in the section officer level entrance examinations and 175 candidates qualified for the second round of exams conducted by PSC.
- Reviewed relevant Civil Service policies and legal provisions for human resource development from GESI perspectives and made recommendations for improvements.
- Provided training of trainers on promoting affirmative action in the workplace following the development of relevant training modules and training manuals. The training was carried out in collaboration with the Nepal Administrative Staff College and 20 trainers from nine Government training institutes have been trained.
- Supported preparation of policy on GESI in the workplace.

CONTACT:

Project to Prepare the Public Administration for State Reforms (PREPARE)
Ministry of General Administration,
Singh Durbar, Kathmandu, Nepal
Tel: +977 1 4200458, 4200459
Email: info_prepare@moga.gov.np