2016 Timor-Leste & Development Partners Meeting (TLDPM)
Financing for Sustainable Development in Timor-Leste

Implementing SDG 16

By H.E. The Minister of State, Coordinating Minister of State Administration Affairs and Justice and Minister of State Administration

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Dili Convention Centre, 04-05 July 2016
1 - Guide to Public Administration Reform for the period "2016-2022"

Approved Government Resolution nº 11/2016, of 23 of March

**This reform is based in four pillars:**

- To strengthen public institutions (Institutional strengthening):
  - Organizational Structure;
  - Administrative Modernization;
  - Harmonization of the Administrative Organization.

- To revitalize the Public Service (CFP)

- To train, value and professionalize Human Resources (INAP)

- To strengthen control over the state financial and patrimonial administrative management through the State General Inspection (IGE)
1 - Guide to Public Administration Reform for the period "2016-2022"

1.1- Strategical goals

- Value and invest in the potential of Human Resources of the Public Administration
  
  ✓ To value and invest in human resources Public Administration - quality education construction.

- Approach the Public Administration of citizens ensuring more effective provision of public service
  
  ✓ To improve the performance assessment system for public servants.

- Rationalize the contingent of Human Resources
  
  ✓ To control the number of the Public Administration Human Resources.

- Harmonize the Organic Structure of the Public Administration
  
  ✓ To adjust the Public Administration Organic Structure to the administrative decentralization process.
2 - Where Are We Now?

- Since 2002 until now, Government has been implementing important reforms aimed at modernizing public administration such as the establishment of:

- In 2009 establishment of the Civil Service Commission (Law 7/2009 of 15 of July);
  Development Partner: AusAid Governance for Development Program
  Donors/Funding: AusAid / Australia

- In 2009 establishment of the Anti-Corruption Commission (Parliament Law 8/2009, of 29 of June);
  Development Partner: UE
  Donors/Funding: European Union
2 - Where Are We Now?

- In 2011 establishment of the Ombudsman service (Decree-Law 25/2011, of 6 of June);

  **Development Partner:** UNDP Democratic Governance Program  
  **Donors/Funding:** UNDP, office of the High Commissioner for Human Rights (OHCHR), Irish Aid, New Zealand Aid, Swedish Agency (SIDA)

- In 2009 Establishment of the Statute of the State General Inspection (IGE).

  **Development Partner:** USAID, JICA.  
  **Donors/Funding:** USA / Japan / Singapore
2- Where Are We Now?

- In 2009 Ongoing training and capacitation to the civil servants of the Civil Service Commission and Formation, training and curses in the National Institute of Administration (INAP) for Public servants.

**Development Partner:** AusAid-Governance for Development/ Brazilian Agency Cooperation (ACB)/ National Directorate for Qualification Civil servants (INA), Portugal/ ADB, UNDP, others.

**Donors/Funding:** Australia, Ministry of External Relations of the Federal Republic of Brasil, others.


**Development Partner:** UNDP

**Donors/Funding:** UNDP

- In 2016 Law defining and clarifying the roles, competencies and responsibilities of public financial management professionals.
3- Targets and Potential Partners

 **16.3: By 2020/2030** Promote the rule of law at the national and international levels and ensure equal access to justice for all.
  ✓ *Strategic Development Plan (SDP 2011-2030)*
  ✓ *Strategic Plan for the Justice Sector (2011-2030)*
  **Gov:** Ministry of Justice, Office of Human Rights and Justice (Ombudsman).
  **Donor:** UE, UNDP, USAID, Ausaid

 **16.6: By 2022** Develop effective, accountable and transparent institutions at all levels.
  ✓ *Guide to Public Administration Reform for the period "2016-2022"*
  **Gov:** Ministry of Justice, IGE, all institutions.
  **Donor:** UE, UNDP, Instituto Camões.

 **16.7: By 2020** Ensure responsive, inclusive, participatory and representative decision-making at all levels.
  ✓ Strategic Development Plan (SDP 2011-2030)
  **Gov:** Ministry of Justice, SEM.
  **Donor:** UE, UNDP, USAID
3- Targets and Potential Partners

- **16.10: By 2020** Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.
  - ✔ Strategic Development Plan (SDP 2011-2030)
  - ✔ Strategic Plan for the Justice Sector (2011-2030)

**Gov:** Ministry of Justice, Ministry of State Administration, Office of Human Rights and Justice (Ombudsman).

**Donor:** UE, UNDP, Instituto Camões.

- **16.a: By 2022** Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels, in particular in developing countries, to prevent violence and combat terrorism and crime.
  - ✔ Guide to Public Administration Reform for the period "2016-2022"

**Gov:** Ministry of State Administration, Civil Service Commission, Office of Human Rights and Justice (Ombudsman).

**Donor:** UE, UNDP, Instituto Camões.
4 - Key Challenges and Way forward

- To train, value and professionalize Human Resources (INAP) “Centre of Excellence”

Challenges:

- To build public administration’s quality training by the INAP - Human Resource Management, "Capacity Building“.
- To increase the number of Public Servants with higher qualifications. (7,235 employees are qualified - higher education level).
- To transfer competences and responsibilities from Central Administration for Local Government - development of their personal and professional skills.
- To prevent the aging labor force (in the next 5-20 years, approximately one third of the employees currently in office will be retired).

Overcoming the challenge:

- Legislation is being prepared and soon it will be presented to the Council of Ministers namely:
  - Proposal for New Organic Law, amendment to Decree No 25/2012 of 3 July 2012;
  - Draft Law on the Legal Regime for Vocational Training in Public Administration.
  - And at the same time the Public Service Commission is conducting an assessment of the labor force.
4- Key Challenges and Way forward

- To strengthen public institutions (SEFI) - Institutional strengthening.

Challenges:

Overcoming the challenges:
- Soon it will be presented to the Council of Ministers two proposals on the institutional strengthening policies:
  - a) Policy Institutional Strengthening
  - b) Policy for standardization of the capacity building program in the Civil Service.
4- Key Challenges and Way forward

- To strengthen control over the state financial and patrimonial administrative management (IGE)

Challenges:
- To adjust to the organic and functional reorganization of the IGE
- To transfer competences and responsibilities from Central Administration for Local Government - development of their personal and professional skills.

Overcoming the Challenge:
will soon be presented in the Council of Ministers two degrees:

- Draft Law of the Second Amendment to Decree Law 22/2009 Statute of the State General Inspection;
- Draft Law on the National Control System for Public Administration.
4 - Key Challenges and Way forward

To revitalize the Public Service (CFP)

Challenges:
To ensure the sustainability of services
To review the guidelines for recruitment, selection and promotion based on merit.

Overcoming the Challenge:
Recently were presented and discussed in the Council of Ministers the following diplomas:

✓ Proposed Law for the Directorate of Career and Leadership - It aims to ensure harmonization of the career system in force (is awaiting promulgation).
✓ Draft law defines the Competency Standard for candidates for management and leadership positions (is awaiting promulgation).
✓ Approval / update Remuneration System - It aims to ensure fairness to the functions of the same requirement of technical qualification and work experience (is awaiting promulgation).
✓ Proposal Distinctions Regime Law and Awards in Public Administration (already promulgated).
✓ approved the regulation on the National Day of Public Service, national costume and the book's official.
✓ The bill Career Scheme for Senior Professionals did not get approval yet and will be discussed again in CdM.
5 – Areas for Government and Development Partners (DP) collaboration

- Support to the Guide to Public Administration Reform for the period "2016-2022".

- Support to Institutional Strengthening.

- Support to the reform of the Civil Service sector.

- Formation and training of auditors for the State General Inspection (IGE).

- Formation and training in the Institute of National Administration (INAP).

- Support to the National Archive (AN).

- Support to the Technical Secretariat for Election Administration (STAE).
Public Administration Reform Framework

Harmonization of Administrative Organization – Implementation of priority legislation

- Sustainable Development Goals (SDG)
- Strategic Plan for the Justice Sector (2011-2030)
- Strategic Development Plan (SDP 2011-2030)
- Guide to Public Administration Reform for the period “2016-2022”
“We can, We know and We must Reform”
(Xanana Gusmão)

Obrigadu Barak ba ita nia tempu
Obrigado pelo vosso tempo
Thank you for your time