



**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
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1 - Guide to Public Administration Reform for the period "2016-2022"

Approved Government Resolution n° 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 courses 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.

- ❑ **In 2014/2015** National Diagnostic Assessment for Institutional Strengthening (SEFI) – 24 Recommendations.

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:

- ✓ To review of the organizational matrix of public administration of Timor-Leste - (Draft Law amending Decree 12/2006, Organic Structure in Public Administration).
- ✓ SDP 2011-2030, sectorial strategies, Government Program and SDP-Matrix still lack adequate implementation strategies.

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



“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