

Documentation

Joint EU SPACE Strategy and Operational Planning Workshop of NCDD-S & GIZ

Intercontinental Hotel, Phnom Penh, January 27th and 28th, 2014
Ministry of Interior, Phnom Penh, February 19th, 2014

The EU Program for Strengthening Performance, Accountability and Civic Engagement (EU SPACE) is a joint technical cooperation mechanism of various European Development Partners. EU SPACE has been designed to support the National Committee for Sub-National Democratic Development (NCDD) in implementing its National Program for Sub-National Democratic Development (NP-SNDD). EU SPACE is aligned with RGC's SNDD reform program and committed to responding to the priorities of NCDD and its Secretariat as much as possible within the agreed EU SPACE mandate of contributing to the strengthening sub-national councils and to an enabling legal and policy environment for democratic accountability. The main instrument of the specific GIZ modality of "technical cooperation" and "direct contributions" consists of a team of international and Cambodian long-term advisors. The technical, policy and process advice provided by this team is supplemented by short-term consultants who are contracted when needed to carry out specific tasks that require highly specialised technical know-how.

In order to agree on the reform areas and specific outputs with regard to which the specific GIZ modality provides for the most added value and comparative advantages in the NCDD Annual Work Plan and Budget 2014, a joint EU SPACE Strategy and Operational Planning Workshop was conducted by the NCDD Secretariat and GIZ on January 27th and 28th with a follow-up meeting on February 19th. In addition to the operational planning 2014, NCDD-S and GIZ jointly developed a "vision 2016" with milestones for 2014 and 2015 based on which the indicators of EU SPACE were reviewed and expanded.

The results of these meetings are documented here.

Agenda of the EU SPACE Strategy and Operational Planning Workshop on January 27th&28th:

- I. **Introduction** by Ms. Pamela Jawad, EU SPACE Coordinator
- II. **Group Work I:**
- (2 groups: (1) sub-program 1b and (2) sub-programs 1.1, 1.2 and 3)
- a. **Exercise I :** Desired situation at the end of 2015 (“Vision 2016”) and current strengths and challenges in 2014
- b. **Exercise II:** Identification of Milestones 2014 and 2015 to achieve the desired situation and EU SPACE indicators until the end of 2015
- Presentation of Results of Group Work I**
- III. **Group Work II :**
- (2 groups, sub-program 1b and (2) sub-programs 1.1, 1.2 and 3)
- c. **Exercise III:** Operational Planning 2014 based on AWPB of NCDD
- Presentation of Results of Group Work II**
- **Timeline overview of joint activities**
 - **Agreed EU SPACE contributions to SP1**
 - **Proposed EU SPACE contributions to SP3 (tbd with MoCS)**
- IV. **Agreement on expanded EU SPACE indicators**

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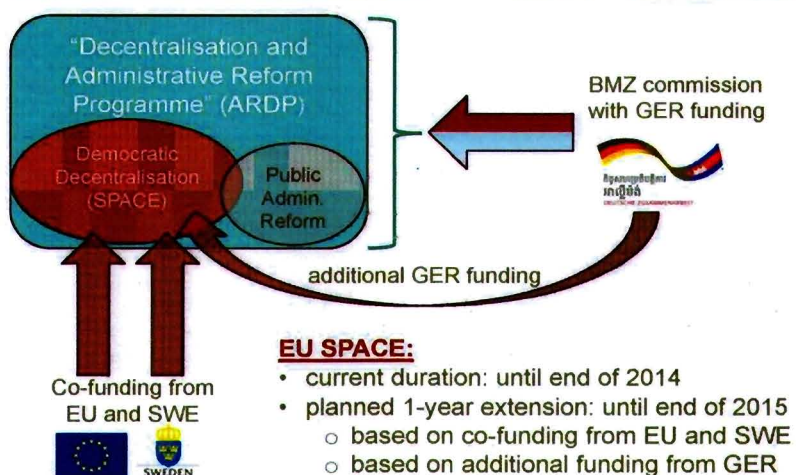
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I. Introduction by EU SPACE Coordinator

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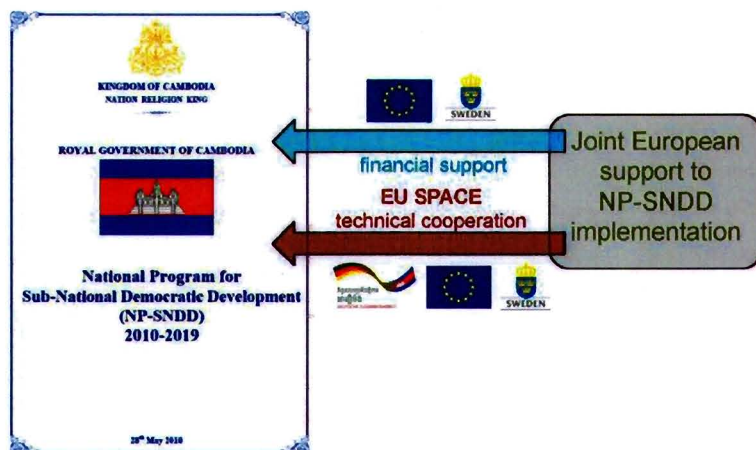


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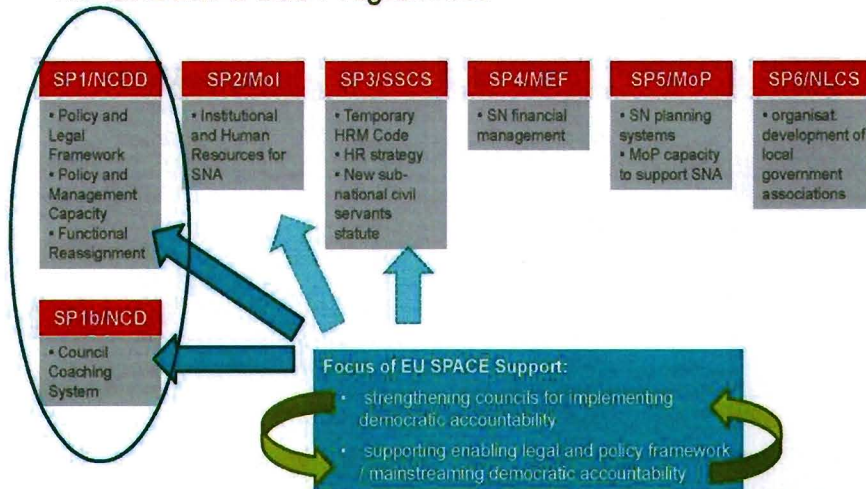
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NP-SNDD/IP3 Sub-Programmes



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II. Results of Group Work I:

Desired situation at the end of 2015 (Vision 2016), current strengths and challenges 2014, and milestones 2014 and 2015

Group 1: Council Capacities in taking initiative for local development ("general mandate")

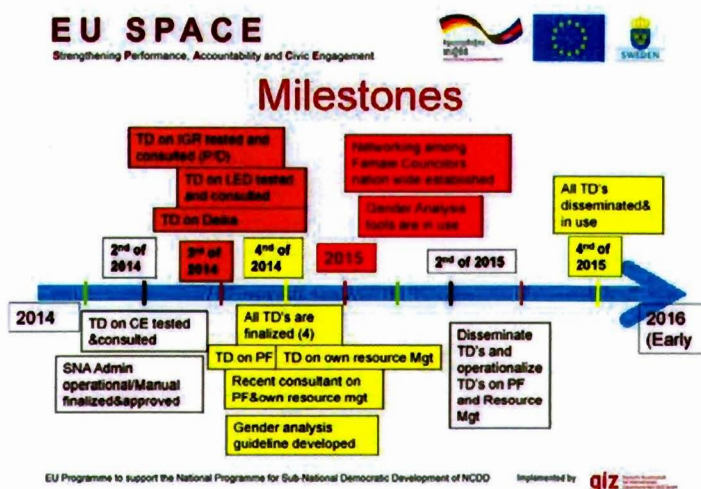
Where do we aim to be in early 2016? ("Vision 2016")

- The Council can fully use its legislative and executive power

Desired Situation

- Understanding of the Council with regard to its role and responsibilities in using the legislative and executive power
- The council can instruct and oversee the performance of administration
- More inclusive in local governance
- The council can manage its functions and resources

Current Strengths	Current challenges
- Political will is high - Legal framework - Regulations - System in place - Strong commitment of council - Strong stakeholder's commitment	- Political will - Lacking capacity of the council - Limited understanding of D&D - Some stakeholder see less incentives for the reform - Power play between BoG and Council - No mechanism for own resource mobilization



Group 2: Transfer of functions and resources (including finance and personnel)

Where do we aim to be in early 2016? ("Vision 2016")

- Sub-National Administrations have autonomy to perform functions and manage their human resources

Desired Situation

- At least 5 ministries transfer their functions (1 to 2 functions of each ministry) together with resources (Finance & Human resources) to SNAs.
- 2 functions of each ministry to be piloted (MRD/MoH/MoEYS)
- More additional (2 to 3) ministries start functional mapping and review (eg. MoLMAP, MoWRAM...)
- Personnel transferred will have their own statute
- Has to complete SNA Personnel Statute
- Finish permissive functions and legal tools and guidelines
- Transfer mechanisms of functions and resources are developed

Current Strengths	Current challenges
• 5 ministries are nearly finish their functional review • There are legal instruments and guidelines for doing functional mapping and review • There are willingness from NCDD and ministries (MRD/MoH/ MoEYS) and DPs technical supports for piloting functions necessary for local basic needs (eg. Health care, rural sanitation...) • MoEYS has a draft D&D policy on Education sector • Road map on functional transfer and permissive function guideline will be completed by 2014 • SNA HRM policy are already completed • SNA Personnel statute is reviewing and revising	• Some ministries (among 5 ministries) want to transfer functions with inadequate resources • Complexity of FA and all ministries are behind schedule • SNA HRM policy has not yet approved officially • High resistance at national level/low political commitment • Legal tools of FA are in place but need to be broader dissemination

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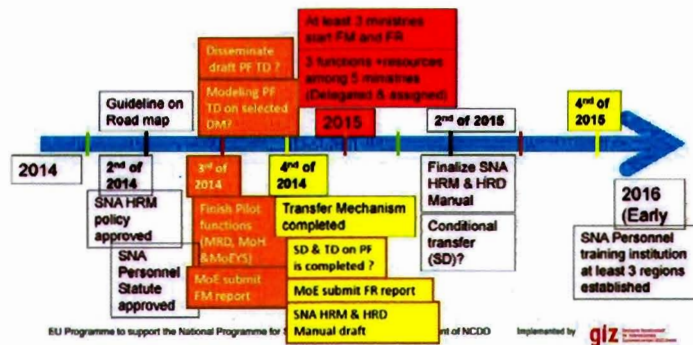


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Milestones



III. Results of Group Work II

Exercise III

Operational Planning 2014

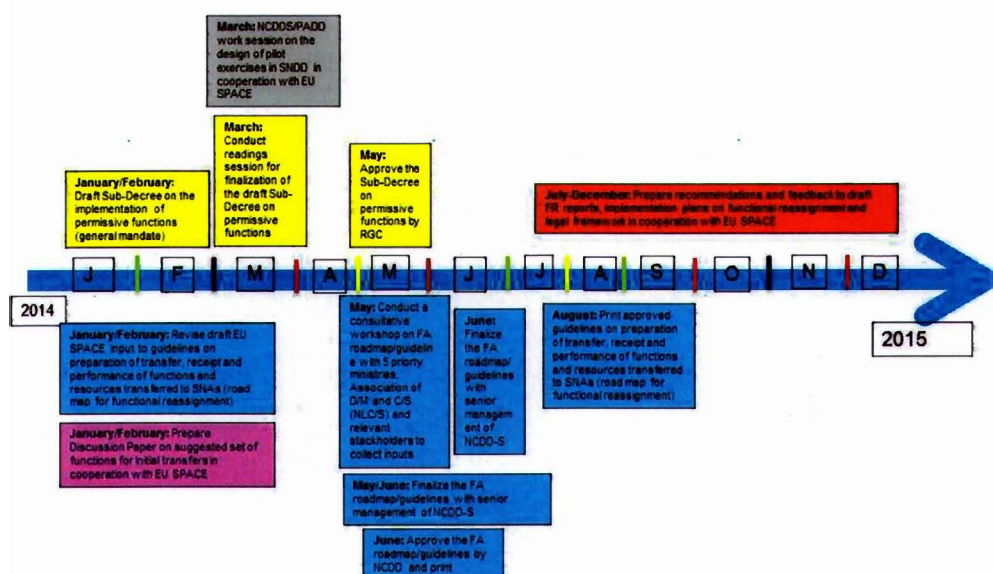
Group 1: Council Capacities in taking initiative for local development ("general mandate")

Council TD & Council Facilitation System

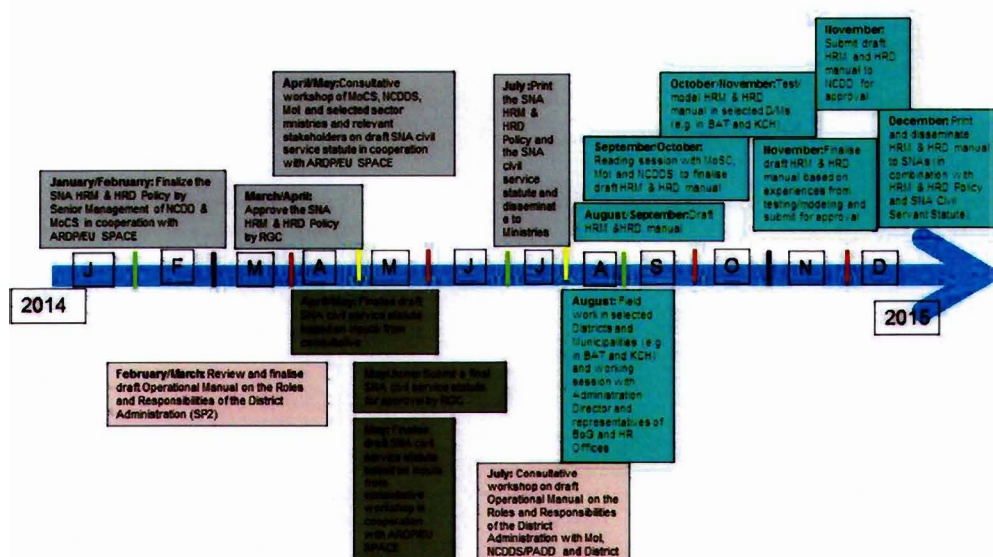


Group Result 2: Transfer of functions and resources (including finance and personnel)

Functional Reassignment/Permissive Functions (general mandate)



SNA personnel/Operational Manual for District Administration



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Agreed EU SPACE contributions to Sub-Program 1

IP3 Code	Draft Expected Outputs and Activities	Timeframe												LA	IAS	Budget	Source
		1	2	3	4	5	6	7	8	9	10	11	12				
1	Policy development and program coordination																
1.1	Policy, Regulatory and Capacity Development Frameworks of the D&D Reforms																
1.1.1	All regulations required by the Organic Law are issued and aligned																
1.1.1.1	Coordinate, facilitate and support the development of gender-mainstreamed policies/regulatory instruments in other sub-programs																
1.1.1.1.5	Support and cooperate to formulate policy on development and management of SNA human resources and develop first draft of SNA Civil Service Statute in cooperation with SP2 and SP3	x	x	x	x	x	x							NCDDS	PADD		Basket; EU SPACE In-kind
1.1.1.1.8	Support and cooperate to formulate sub-decree on procedure for preparation, amendment to and repeal of bylaw of the council	x	x	x										NCDDS	PADD	0	Basket; EU SPACE In-kind
1.1.1.1.11	Review and finalise draft Operational Manual on the Roles and Responsibilities of the District Administration (SP2) in cooperation with EU SPACE		x	x													Basket; EU SPACE In-kind
	Consultative workshop on draft Operational Manual on the Roles and Responsibilities of the District Administration with Mol, NCDDS/PADD and District Representatives in cooperation with EU SPACE							x									Basket; EU SPACE In-kind

24.2.14

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 SWEDEN

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 DEUTSCHE ZUSAMMENARBEIT


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Proposed EU SPACE contributions to Sub-Program 3 – to be discussed with the Ministry of Civil Service

Code	Expected Outputs and activities	Timeframe												LA	IAS	Budget	Source
		1	2	3	4	5	6	7	8	9	10	11	12				
3.2.1.1.1	HR Policy developed and approved	x	x	x	x												
	Finalize the SNA HRM & HRD Policy by Senior Management of NCDD & MoCS in cooperation with ARDP/EU SPACE	x															Basket; EU SPACE in-kind
	Approve the SNA HRM & HRD Policy by RGC			x	x												Basket; EU SPACE in-kind
3.2.2.2	Statute for SNA civil service in place																
3.2.2.2.1	Finalize the statute for SNA civil service	x	x	x	x												
3.2.2.2.2	Conduct consultative workshop on the final draft of the statute for SNA civil service	x	x	x	x									MoPF	GDoPF	15,000	Basket; EU SPACE in-kind
	Consultative workshop of MoCS, NCDDs, Mol and selected sector ministries and relevant stakeholders on draft SNA personnel statute in cooperation with ARDP/EU SPACE			x	x												Basket; EU SPACE in-kind
3.2.2.2.3	Review and approve the statute for SNA civil service		x	x	x	x											
	Finalise draft SNA civil service statute based on inputs from consultative workshop in cooperation with ARDP/EU SPACE			x	x												Basket; EU SPACE in-kind
	Submit a final SNA civil service statute for approval by RGC				x	x											Basket; EU SPACE in-kind

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IV. Agreement on expanded EU SPACE indicators in light of “vision 2016”, milestones 2014/2015 and planning 2014

Expanded indicators for SPACE Phase 2 until 2015

1. The Ministry of Civil Service and the Ministry of Interior, in cooperation with the NCDD Secretariat, clarify the legal status of SNA civil servants and design the respective human resource management system of SNA personnel through
 - a) the adoption of the SNA civil servant statute;
 - b) the development of Human Resource Management and Human Resource Development manuals.
2. In at least two sectors, at least one function with the accompanying resources is transferred to or piloted at sub-national level.
3. The legal instrument providing for the basis of councils making use of their ‘right of initiative’ is approved by RGC and accompanying guidance (e.g. Council Technical Document/Handbook for Councillors) tested in at least 4 Districts/Municipalities.
4. NCDD-S establishes a country-wide gender-sensitive facilitation system for District/Municipal councils in which
 - a) 6 chapters of the Handbook for Councillors (“Technical Documents”) are available for country-wide application,
 - b) Council Facilitators disseminate “Technical Documents” to District/Municipal Councils through an average of 12 coaching sessions per year.
5. District/Municipal Councils adopt transparent decision-making processes through:
 - a) at least 70% of all 185 District/Municipal Councils holding a public forum annually;
 - b) at least 30% of District/Municipal Councils holding annual public forums present recommendations from the public forum at council meetings;
 - c) governors and administration in 30% of all Districts/Municipalities, in which the council decided on a local issue, implementing at least one council decision per year.
6. In all 6 partner Districts/Municipalities, the council deliberates at least 2 proposals for council consideration per year presented by female councilors.