



Country: Turkmenistan

**Annual Work Plan 2010**

**Project Title:** Enhancing the system of civil service in Turkmenistan

**Expected CP Outcome(s):** The Government integrates principles of good governance and rule of law into national policies, legislation and decision-making

**Initiation Plan Start Date:** January 2010

**Initiation Plan End Date:** December 2010

**Implementing Partner:** Academy for Civil Service  
Institute of state and law  
Institute of Democracy & Human Rights under the President of Turkmenistan

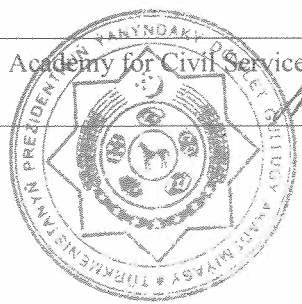
Brief description: the purpose of this project is to initiate activities to support enhancement of the public administration in Turkmenistan at both policy and institutional levels. From the one hand the project will contribute to improvement of the legal framework for civil servants; it is anticipated revision of the existing legislation so that it better reflects national priorities and use international experience and best practices. From the other hand the project will support institutional capacity development of the Academy for civil servants to carry out successful programmes of teaching and training of civil servants. In particular the ACS will be assisted in (i) reviewing and analysing of the ACS structure and mandate with consequent design of short, mid and long term action plan; (ii) designing and introducing a new study programme on public administration (iii) developing and sustaining cooperative relations between similar academic and training institutions in Europe and CIS;; (iv) conducting a series on short term training courses on subjects of national priorities.

Programme Period:	2010-2015
CPAP Programme Component:	Strengthen democratization and the rule of law
Atlas Award ID:	_____
PAC Meeting Date	_____

Total resources required	210,907 USD
Total allocated resources:	
• Regular	122,255 USD
• DSS	USD
• Other:	
o Donor*	50,000 USD
o Donor*	38,652 USD
o Government	_____
Unfunded budget:	_____
In-kind Contributions	_____
*- pending final agreement with donors	

Agreed by UNDP:  Lenni Montiel, Resident Representative

Agreed by: Academy for Civil Service:  Alym Annamuradov, Rector



United Nations Development Programme



ANNUAL WORK PLAN

Year: 2010

EXPECTED OUTPUTS <i>And baseline, indicators including annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET		
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount
<p><b>OUTPUT 1.2.1</b> All levels of governance formulate legislative and institutional frameworks and have enhanced capacities for more effective public services delivery</p> <p><i>Baseline: law in civil servants adopted in 2002; Civil Service Academy (CSA) was operationalised in March 2009</i></p> <p><i>Indicators:</i></p> <ol style="list-style-type: none"> <li>1. Legal/normative framework for civil service management improved</li> <li>2. No of civil servants benefited from strengthened institutional capacity of the Civil Service Academy and</li> </ol>	<p><b>Policy level:</b> Activity 1.1 – improvement of the legal framework for civil servants in partnership &amp; consultations with national key stakeholders:</p> <ul style="list-style-type: none"> <li>• Round table facilitated by an international expert for familiarize with international practices and approaches in civil service and discuss perspectives of national civil service development;</li> <li>• Review of the existing legislation to (i) reflect national priorities in the public sector, (ii) initiate reforms and (iii) align legislation for civil service with international practices</li> </ul> <p><b>Institutional level:</b> Activity 2.1 – institutional capacity development for the Academy for civil service by undertaking:</p> <ul style="list-style-type: none"> <li>• Review and analysis of the institutional structure and mandate and current functions of the ACS including its curricula;</li> <li>• Design short, mid and long term action plan with sequential interventions and resource mobilisation options;</li> <li>• Launch implementation the action plan.</li> </ul>					National Institute of Democracy and Human Rights	04000 (TRAC)	71200 71300 72500 72400	15,267 4,200 600 1,500
						Academy for civil service	04000 (TRAC)	71200 72500 72400	17,652 450 1,000

<p>enhanced quality of training and curricular</p> <p><i>Targets:</i></p> <p>1. <i>Legal and normative framework for civil service management improved</i></p> <p>2. <i>No of civil servants benefitted from strengthened institutional capacity of the Academy for civil service and enhanced quality of training and curricular</i></p>	<p>Activity 2.2 – assisting the ACS to design and introduce a new programme Public Administration</p> <ul style="list-style-type: none"> <li>• Collection of relevant materials/translation</li> <li>• Familiarisation with appropriate methodologies and learning approached</li> <li>• Design of curricular</li> <li>• Inviting experts to share knowledge and insights</li> </ul>	<p>Academy for civil service</p>	<p>04000</p>	<p>71200 72500 72400</p>	<p>15,267 * 900 * 2,500 *</p>
<p><i>Related CP outcome:</i></p> <p><b>OUTCOME 1.2</b></p> <p>The Government integrates principles of good governance and rule of law into national policies, legislation and decision-making</p>	<p>Activity 2.3 – assisting the ACS to develop cooperative relations with academic and training institutions within the CIS and Europe</p> <ul style="list-style-type: none"> <li>• Identification of relevant institution(s);</li> <li>• Arrangement of the study tour for management and key staff from the ACS</li> </ul> <p>Activity 2.4 – provision of modern methodologies and techniques for developing training curricular for various categories of civil servants</p> <ul style="list-style-type: none"> <li>• Inviting expert(s);</li> <li>• Conducting workshops, working sessions;</li> </ul> <p>Activity 2.5 – conducting a series of short term courses delivered by senior UNDP Officials:</p> <ul style="list-style-type: none"> <li>• economics in transition</li> <li>• human development</li> </ul> <p>Activity 2.6 – promoting e-governance in the public administration</p> <ul style="list-style-type: none"> <li>• workshop on e-governance conducted by an international consultant to learn approaches in introducing e-governance and international practices;</li> <li>• design of an e-governance course for the ACS learners;</li> </ul>	<p>Academy for civil service</p>	<p>04000 &amp; Czech trust fund</p>	<p>71600</p>	<p>39,000</p>
		<p>Academy for civil service</p>	<p>04000</p>	<p>71200 72500 72400</p>	<p>15,267 * 900 * 1,500 *</p>
		<p>Academy for civil service, UNDP</p>	<p>04000</p>	<p>71600 72500</p>	<p>4,630 * 600 *</p>
		<p>Academy for civil service</p>	<p>04000</p>	<p>71200 72500</p>	<p>18,534 * 1,450 *</p>

	<p>Activity 2.7 - Establishing cooperation between Slovakia, Kazakhstan and Turkmenistan to promote quality management systems in civil service:</p> <ul style="list-style-type: none"> <li>• Study tour to Slovakia to learn methodology and practices on quality management</li> <li>• Attendance a round table in Kazakhstan to familiarise with Kazakhstani experience on training of civil servants including on e-governance and quality management</li> <li>• Hosting a round table in Ashgabat to discuss options of quality management</li> </ul>			Academy for civil service	None-core (under discussion with BRC)	50,000
	Management		UNDP	04000	71300 72500 75200	12,000 * 3,500 * 5,000 *
<b>TOTAL</b>					<b>TRAC</b>	<b>210,907</b> <b>122,255</b>