EU funded project
TA “TO SUPPORT THE CIVIL SERVICE REFORM IN THE WEST BANK AND GAZA”

Since its inception the Palestinian National Authority has brought high attention to the building of government institutions and ensuring the professional and qualified personnel for public administration. Nevertheless the difficult political and financial conditions, the Palestine government managed to develop the civil service system that is comparable with those in the other developing countries. However the recently developed civil service management tools shall be testified in practice and improved in accordance with real needs of public institutions and international best practices.

In order to support government of the PNA and General Personnel Council as the key responsible institution for civil service and human resources management to lead and implement the modern civil service policy the EU launched the project „Technical assistance to support the civil service reform in the West Bank and Gaza” that is implemented by the consultancy company EURECNA (Italy) in consortium with British Council and by support of Bena (Palestine). The project’s implementation is planned from November 2013 to June 2016 and its total budget is 1,5 mil EUR.

The overall objective of the project:
“To support Palestinian Authority’s efforts to modernise and streamline public administration as well as to develop a professional and impartial civil service, working within an organizational culture, in which responsiveness to citizens’ needs is the highest guiding principle.”

The Key directions of interventions of the project
1. Improve legal framework and strengthen law enforcement capacity, including:
   - To ensure analysis of the draft Civil Service Law and its implementing regulations, identify shortcomings (including from a gender perspective) and support drafting of amendments to CS legal acts;
   - Develop enforcement guidelines and promote them amongst ministries and agencies across the PNA;
   - Strengthen capacity of the GPC to develop and enforce civil service legislation.

2. Modernise HRM policies and strengthen capacities to enforce related policies in the civil service, including:
   - Enhance institutional capacities of the GPC for modernising HRM system and providing the ministries and agencies with advisory services in order to implement new HRM policies.
   - Modernise key HRM procedures, particularly in the fields of job classification, performance appraisal, training and development.

3. Strengthen HRM function in the ministries and other government bodies:
• Develop clear and practical methodologies, guidelines and criteria for the implementation of the new HRM policies and introduce them to ministries and agencies;
• Enhance capacities of the HRM staff of line ministries and agencies to apply new HRM procedures and strengthen the HRM function by development and delivering training courses to support the enforcement of the Civil Service Law and its implementing regulations.

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