

PUBLIC SECTOR CAPACITY BUILDING PROJECT**1.1 Introduction**

- 1.1.1 It has been observed that the capacity and quality of public sector institutions has gradually eroded in Pakistan. This has hampered the ability of the government to formulate and implement policies in an effective and efficient manner. One of the principle reasons considered responsible for this erosion of capacity is very low investment on civil servant's training. In a rapidly changing internal and external environment, absence of any effective training regime has created a capacity vacuum in the public sector. In order to bridge this widening gap and bring efficiency and effectiveness, the government of Pakistan has embarked upon the Public Sector Capacity Building Project (PSCBP) with the help of World Bank. The purpose of PSCBP is not only to meet the short and medium term training requirements of the government but also to improve and upgrade the domestic public sector training institutions so that they are able to cater for the needs of government organizations in the long run. The umbrella PC-I of the PSCBP depicts the following scenario: -

“The inadequacies of the existing system of training lie at the root of the performance of the civil service. As compared to the early sixties, the statistics today, point to a sharp decline in the pursuit of advanced degree programs. There is also under investment in human capital by the government. Therefore, over the medium run, the government is planning to expand the investment rate in human resource development. The Public Sector Capacity Building Project (PSCBP) will help start off this investment”.

- 1.1.2. It has been envisioned that Professional Development Program (PDP) of the PSCBP will provide the young officers an opportunity to pursue and acquire new knowledge and skills which are relevant to the public sector organizations. It is expected that the project implementation will help in enhancing the quality of service to the public by materializing improvements in policy formulation and implementation, public expenditure management, regulatory functions, monitoring and evaluation and coordination among various Ministries / Divisions.

1.2 Objectives

1.2.1. The PC-I of the umbrella PSCBP lay down the following objectives: -

- a. Enhancing the capacity (skills, knowledge and attitude) of public sector officials
- b. Strengthening capacity for improving the quality of entry level civil servants
- c. Strengthening capacity of key Ministries / Agencies which are in the forefront of designing, implementing and monitoring of policy reforms
- d. Strengthening capacity of regulatory institutions so that they may regulate their respective sectors independently and effectively, and
- e. Enhancing Government's capacity to facilitate broad based Civil Service Reforms (CSR).

1.2.2 To achieve its objectives, PSCBP focuses on the following strategic areas: -

- a. Broad-spectrum professional development of the civil servants
- b. Strengthening economic management capacity of key agencies of the Government of Pakistan (GOP) and Provincial Governments
- c. Enhancing capacity to undertake regulatory functions in the GOP

Table 1.1: Establishment Division PSCBP - Allocations

(US\$ Million)

Head of Account		Amount
Professional Development		17
Professional Development Program	12	
Executive Leadership Development	05	
National School of Public Policy		05
Civil Service Reforms Unit		02
Federal Public Service Commission		01
Total Allocation		25
Overall Utilization (June 30, 2007)		14.2 (56.7%)
PDP		9.9 (82.9%)
ELDP		2.5 (57.7%)