

## PART 2: Results and resources Framework

<p><b>UNDAF Outcome :</b> Governance, Rule of Law and Human Rights – Outcome 2: By 2008, an effective more accountable and more representative public administration is established at the national and sub-national levels, with improved delivery of services in an equitable, efficient and effective manner</p>
<p><b>Intended Outcome as stated in the Country Programme Results Framework:</b> The democratic state and government institutions strengthened at national and sub-national levels to govern and ensure the delivery of quality public services including security with special attention to marginalised groups.</p>
<p><b>Applicable MYFF Service Line:</b> MYFF Goal on Fostering Democratic Governance and MYFF Service Line 2.7 (Public administration reform)</p>
<p><b>Intended CPAP Output:</b> Public sector capacity strengthened through the development of civil service at the central and sub-national levels, the establishment of accountability mechanisms and the enhancement of information management for better service delivery.</p>
<p><b>CPAP Output indicator(s), baseline and benchmark:</b></p> <p>Indicator 2.1: Percentage of aid flow channelled and disbursement tracked through Donor Assistance Database. Target 2008: 80% tracked through Donor Assistance Database.</p> <p>Indicator 2.2: Number of selected civil servants trained within the new Civil Service Training Strategy Target 2008: 75% of senior/middle level civil servants trained.</p> <p>Indicator 2.3: Number of key government institutions restructured per PRR design Target 2008: 50% of key government institutions and line ministries. Common competency training delivered to 4000 central and 6000 provincial and district officials.</p> <p>Indicator 2.4: E-governance policy developed Target: E-governance policy developed and endorsed and pilot E-government projects implemented.</p> <p>Indicator 2.5: An integrated, transparent and participatory national budget strategy and mechanisms developed Target 2008: 50% of bilateral/multilateral funds through the national budget Target 2008: allocation of funds decided on a needs basis to replace historical allocation. Baseline: Average disbursement level between 25% to 30%</p>
<p><b>Project title and ID:</b> 00052210</p>

Project Outputs	Performance Indicators (baseline; benchmark)	Indicative Activities	Responsible Parties	Inputs
<p>Output 1. Capacities for better implementation of policy and institutional reforms developed of select civil servants at central and provincial level for improved service delivery.</p>	<p>Indicator:</p> <ul style="list-style-type: none"> <li>• # of CAP applications received from GoA &amp; Provinces (0; 30)</li> <li>• # CAP contractors approved by the Executive Committee (0; 60)</li> <li>• % of female CAP contractors (0; 30)</li> <li>• # satisfied clients (0; 30)</li> <li>• # personnel built up in core functions (0; 1200)</li> <li>• % of female personnel built up (0; 15)</li> <li>• Orientation programme established</li> </ul>	<p>Promotion of CAP with select Line Ministries and provinces</p> <p>Development and implementation of outreach program</p> <p>Identification of needs for coaching and advisory services</p> <p>Receipt of CVs and shortlisting of candidates</p> <p>Bids for orientation programme to be invited and evaluated and services contracted out</p> <p>Development of orientation material</p> <p>Delivery of orientation training</p> <p>Selection and placement of international coaches</p> <p>Identification of potential local afghan coaches</p> <p>Placement of local Afghan coaches</p> <p>Coaching and advisory services being provided</p> <p>Performance assessment and feedback by line agencies and the secretariat</p>	<p>IARCSC, UNDP</p>	<p>Resources for hiring coaches and advisors</p> <p>Resources for coaching methodology</p> <p>International TA</p> <p>Technical equipment for coaches and advisors</p> <p>Travel costs</p>
<p>Output 2. Institutional competence of joint Capacity Development Secretariat developed.</p>	<ul style="list-style-type: none"> <li>• CD Secretariat staffed (8; 20)</li> <li>• CD Secretariat fully operational and providing efficient services</li> <li>• CD Secretariat produced HR manuals and other required policy and procedural documents</li> <li>• PAR Steering Committee and Executive Committee providing direction to CAP under CDS.</li> </ul>	<p>2.1 Identification and deployment of short term international TA</p> <p>2.2 Identification of short and long term local TA needs</p> <p>2.3 Deployment of local TA</p> <p>2.4 Identification of secretariat capacity gaps</p> <p>2.5 Design of secretariat capacity development programme</p> <p>2.6 Training of secretariat staff</p> <p>2.7 Identification of fellowship programs</p> <p>2.8 Fellowships for potential Afghan coaches</p> <p>2.9 Procurement of equipment</p>	<p>IARCSC, UNDP</p>	<p>Staff costs: International CAP Coordinator, Secretariat, International Chief Technical Adviser and required secretariat staff</p> <p>Equipment and furniture for staff/TA</p> <p>International/national consultants</p> <p>Finances for organizing training programmes</p> <p>Exposure visits to good</p>

	<ul style="list-style-type: none"><li>• <i>All procedures and manuals for hiring, performance management harmonised for CAP along with other CDS programmes</i></li></ul>			practices DSA & Travel
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