



Annual Work Plan (AWP)
(April - December 2023)
(EFY 2015 -16)



Project Title: Capacity Development Support to Civil Service Reform in Ethiopia (CDSCS)
Project Number: 00130486

Implementing Partner: The Federal Civil Service Commission (FCSC)

Responsible Party: United Nations Development Programme (UNDP)

Financing Partner: UK/FCDO

Start Date: April 2023 **End Date:** December 2023

Expected UNSDCF/CP Outcome(s): By 2025, all people in Ethiopia live in a cohesive, just, inclusive, and democratic society.

UNSDCF (2020 -2025) OUTPUT 2.3: Peace architecture and related instruments strengthened to prevent, mitigate, and manage conflict and promote peace, reconciliation, and social cohesion at the national and local level.

Expected Project Outputs:

- Output 1:** Civil Service Road Map
- Output 2:** Professional merit-based nonpartisan civil service system
- Output 3:** Service delivery improvements



Agreed by the MoF: _____

Yonas Getahun
UN Agencies, CRGE Facility &
Regional Economic Cooperation
Directorate Director

Date: _____



Agreed by FCSC: _____

Mekuria Haile (Ph.D.)
Commissioner

Date: _____

Agreed by UNDP: _____

Date: 14/3/23

CT



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Capacity Development Support to Civil Service Reform in Ethiopia (CDSCS) Annual Work Plan (March 1-December 31, 2023)

| EXPECTED OUTPUTS | PLANNED ACTIVITIES | TIME FRAME | | | | RESP. PARTY | PLANNED BUDGET | | |
|---|---|------------------------------------|---------------|---------------|---------------|-------------|----------------|---|---------------|
| | | 2023 Budget (March -December 2023) | | | | | Funding Source | Budget Description | Amount (US\$) |
| | | Q1 | Q2 | Q3 | Q4 | | | | |
| Output 1: Civil Service Roadmap Developed | | | | | | | | | |
| <p><i>Baseline: draft reports developed</i></p> <p><i>Indicators: no. of validation workshops conducted</i></p> <p><i>Targets: 4 policy/legal framework documents to be developed and validated</i></p> | <p>Activity 1.1 Organize validation workshops on: the Civil Service Policy Document, the Civil Service Reform Programme, the HR Competency Framework, and Service Delivery Standardization with stakeholder groups and regional bureau heads.</p> | 12,000 | 12,000 | 12,000 | 10,000 | FCSC/UNDP | FCDO | Venue and Logistics arrangement. TOR development etc. | 46,000 |
| Sub Total Output 1 | | 12,000 | 12,000 | 12,000 | 10,000 | | | | 46,000 |
| Output 2: Merit-based Civil Service System and Professional Civil Service Leadership Development Systems Established | | | | | | | | | |
| <p><i>Baseline: draft competency framework</i></p> <p><i>Indicators: competency framework system in place, workshops held, and awareness raised, and JEGS software developed and implemented.</i></p> | <p>Activity 2.1 Human Resource Competency Framework Development Supporting the development of the civil service competency framework (recruiting an international consulting firm, sharing experience, and conducting a sensitization workshop with the federal government, regions, HOPR, and different institutions)</p> | | 90,749 | | | FCSC/UNDP | FCDO | International Consultancy Firm, Experience Sharing Visit. | 90,749 |

| | | | | | | | | | | |
|--|---|---------------|----------------|---------------|---------------|--------------|-----------|------|--------------------------------|----------------|
| <i>Target: competency framework system. JEGS software and regional support on selected topics</i> | Activity 2.2: ICSMIS Project Support Hiring a local firm to develop the job evaluation and grading system (JEGS) | | 25,000 | | | | FCSC/UNDP | FCDO | Local Firm Consultancy | 25,000 |
| | Activity 2.3. Regional Support Selective support for some regional governments' civil service bureaus in relation to civil service reform (performance Management review with regional bureau and service standardization) | 14,000 | 10,000 | | | | FCSC/UNDP | FCDO | Logistic & Travel Cost | 24,000 |
| Sub Total Output 2 | | 14,000 | 125,749 | - | - | | | | | 139,749 |
| Output 3: Service Delivery Improved | | | | | | | | | | |
| <i>Baseline: draft report on service delivery. Indicators: manual development, sensitization workshop, and pilot testing on service delivery standardization. Target: service delivery standardization system established in selected public sectors</i> | Activity 3.1: Service Delivery Standardization Recruiting a national consulting firm to assist in the standardization and customization of civil service delivery (manual development, sensitization workshop, and pilot testing). | | 10,000 | 15,000 | 14,593 | | FCSC/UNDP | FCDO | Consultancy Firm & Publication | 39,593 |
| Sub Total Output 3 | | | 10,000 | 15,000 | 14,593 | | | | | 39,593 |
| Programme Management Cost | | | | 6,690 | 6,690 | 6,690 | UNDP | FCDO | Salary cost | 20,070 |
| Sub Total | | | - | 6,690 | 6,690 | 6,690 | | | | 20,070 |
| Total Programme Budget | | 26,000 | 154,439 | 33,690 | 31,283 | | | | | 245,412 |
| GMS (8%) | | | | | | | | | | 20,676 |
| DPC (4.9%) | | | | | | | | | | 13,038 |
| Grand Total (USD) | | | | | | | | | | 279,126 |