

**UNDP MANAGEMENT RESPONSE TO SUPPORT TO PDHJ PROJECT 2010-2014 MID-TERM REVIEW  
RECOMMENDATIONS CONDUCTED IN JULY-AUGUST 2013.**

<b>Project MTR Recommendations</b>	<b>UNDP Management Response</b>
<p><u>Prepare a separate priority plan for the remainder of the period in close collaboration with the PDHJ,</u> taking into account the remaining budget and refocus on those activities that can be fully taken over by the PDHJ at the end of the project. This priority plan should be, in effect, the exit strategy for the project.</p>	<p>The Project, based on a dialogue with Project partners, will identify those priorities which could be met by the Project within its current budget available and which focus on the sustainability of the capacity development strategy.</p> <p>The 2014 AWP will reflect the agreed priorities.</p>
<p><u>Consider undertaking a capacity assessment for human rights</u> in the human rights division based on current and new staff needs for the next 12 months and develop a training plan that meets the most urgent needs in the PDHJ. Work in close cooperation with the PDHJ senior management and Director General.</p>	<p>A capacity assessment for the human rights directorate specifically in the area of human rights knowledge and skills is scheduled to take place in January 2014. Based on the capacity assessment, the Project will support the PDHJ in designing a training plan to meet the knowledge and skills gaps.</p>
<p><u>Maximize results from the case management system</u> and assist the PDHJ in managing cases, including supervision and mentoring of staff in both human rights and good governance.</p>	<p>As per Project capacity development strategy in relation to case handling functions, approved by PDHJ leadership in the last quarter of 2012, the Project is to support the strengthening of PDHJ case handling management through direct mentoring to directors and chief of departments in 2014. The recommendation of the Evaluation is therefore expected to be implemented in 2014.</p> <p>The use of the electronic case management statistics report will ensure that the PDHJ has in its hands the necessary analytical tools to identify any management gaps. It is expected, with some minor additional support from the Project in 2014, that the PDHJ will be able to consolidate the use of the CMS, and will be able to make full use of the electronic database to support its managerial function. The Project will support the establishment and running of a management level working group to improve case management in the PDHJ.</p>
<p>Based on the priority plan, <u>reduce the number of indicators and identify human rights knowledge based targets for the units within the human rights division based on the assessment mentioned above.</u></p>	<p>The Project will review the indicators included in the Project Document in an attempt to reduce the number of indicators.</p> <p>The identification of specific targets on human rights knowledge is identified as one of the results of the specific capacity assessment of the human rights directorate. These will be</p>

	then incorporated in the 2014 M&E framework of the Project.
<u>Develop a coordination and communication plan based on the priority plan and identify with the PDHJ a focal point for coordination and planning. Decrease the number of unplanned interactions and hand over organizational tasks to the PDHJ to the extent possible.</u>	A coordination and communication plan between the PDHJ and the Project has been agreed with the PDHJ, which identifies the Director General as the main focal point of the Project.
<u>Refocus training to address human rights issues of priority relevance to Timor Leste and the functions of the PDHJ as the NHRI.</u>	The capacity assessment of the human rights directorate is intended to be framed within the main human rights issues as reported by different bodies, including UN human rights treaty bodies. Specific areas to be identified in the 2014 AWP.