

# Public Administrative Reform Cambodia

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# Challenges and Needs for Public Administrative Reform

- Public services have not earned sufficient trust from the public
- Institutional and regulatory framework for public services is insufficient and ineffective
- Public officials' capability to enforce the law are below the level required
- Weakness lies in the implementation effectiveness, primarily related to institutional capacity and inter-institutional coordination
- Daily activities have not been properly aligned with the objectives and policy of the government

# Challenges and Needs for Public Administrative Reform

- Structural arrangement and the transfer of function and resources to sub-national administration have not fully responded to the needs of democratic development at sub-national level
- Potential challenges in the context of industrial revolution 4.0
- Enhancing Cambodia's competitiveness in response to new concerns and demand from the people in new development phase
- Cambodia's goal of becoming an upper middle-income country by 2030 and a high-income country by 2050

# Public Administrative Reform 2019-2030

## **Rectangular Strategy Phase 4 of the Government**

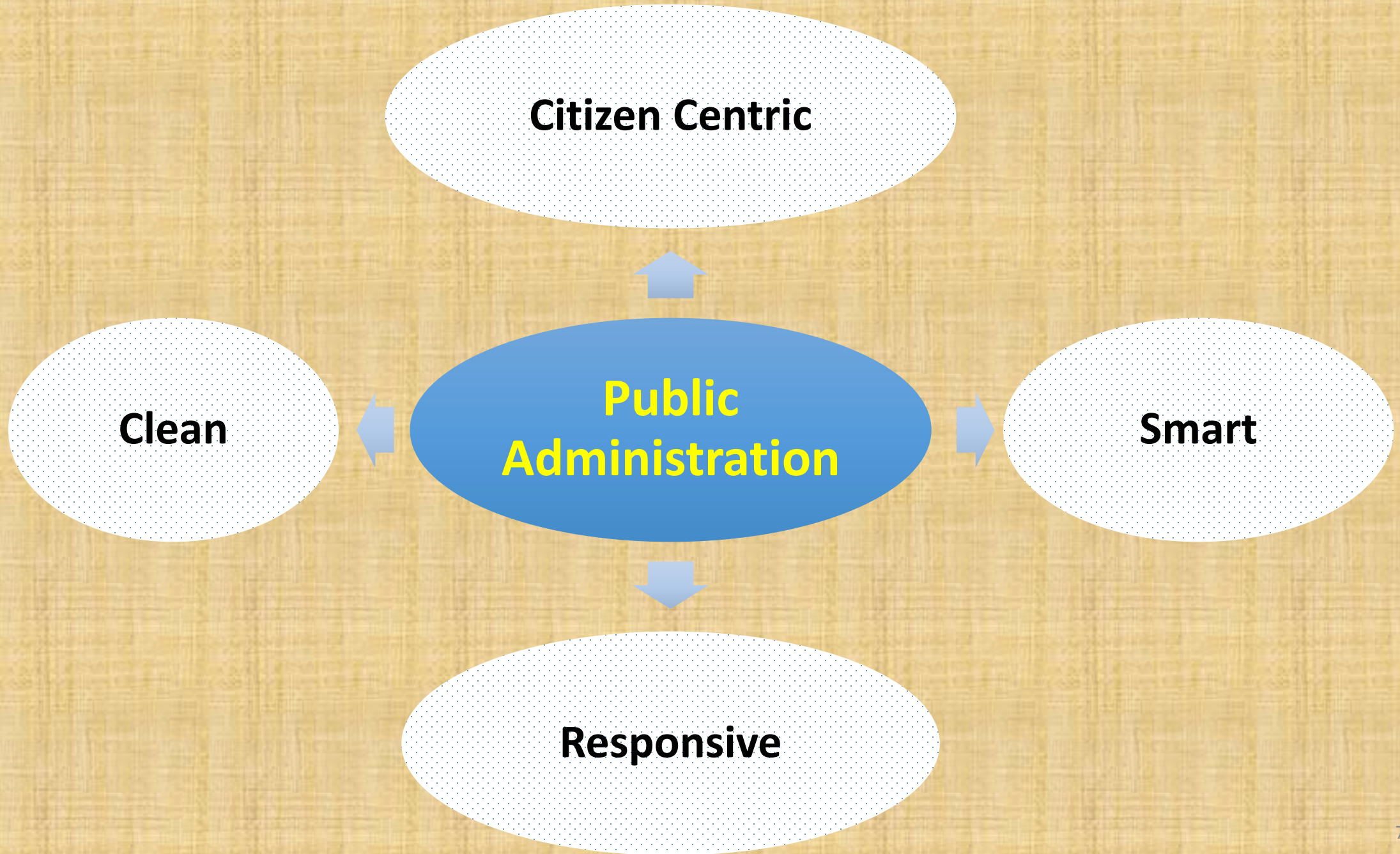
### **Strategic Goal:**

Further strengthening the capacity and governance of public institutions, at both national and sub-national levels, to ensure effectiveness and efficiency of public services delivery aimed at serving the people better as well as improving business and investment environment.

# Public Administrative Reform 2019-2030

To achieve the Strategic Goal the Government focuses on:

- Modernizing public institutions and
- Ensuring continuity of role and function of the public administration



# Public Administrative Reform 2019-2030

Objective: Performance Based Management System

Platform 3  
2027-2030

Performance Accountability for Public Services

Platform 2  
2023-2027

Implementing and Monitoring the Performance Based Management System

Platform 1  
2019-2023

Improving Performance in the Public Administration

**Strategy:** ICT - Reform Coordination and Sectoral Policy Alignment



# Key strategies of the public Administrative Reform 2019-2030

## 1. ICT Strategy

- Promoting the establishment of a legal framework for digital economic development and the implementation of digital government
- ICT for handling feedback and complaints from public service users
- Strengthening information sharing at all levels of public administration
- Strengthening and expanding public disclosure of updated information on public services
- Improving the management of civil servants' information and data
- Pushing for and encouraging innovation for public service delivery

# Key strategies of the public Administrative Reform 2019-2030

## **2. Reform coordination and sectoral policy alignment**

- Program Budgeting and Performance Based Management System
- Delegation of power and transfer of functions and resources
- Integrated Services and Service streamlining
- Interlinked reform activities and policies
- Improved Institutional Coordination mechanism
- Leadership and change management

# Core Activities of Public Administrative Reform 2019-2030

1. Institutional reform and Strengthening Institutional Capacity
2. Enhancement of cleanliness and integrity in the public administration
3. Strengthening work effectiveness

# Core Activities of Public Administrative Reform 2019-2030

## 1. Institutional reform and Strengthening Institutional Capacity

- Rationalizing the roles and duties, management structure, and inter-institutional coordination
- Strengthening leadership and management capacity
- Promoting Meritocracy

# Core Activities of Public Administrative Reform 2019-2030

## **2. Enhancement of cleanliness and integrity in the public administration**

- Disclosure of updated information on public services
- Citizen's participation in the decision making process
- Promoting mechanisms for feedbacks from public service users
- Strengthening inspection and audit mechanism in the public sector
- Strengthening work ethics in the public sector

# Core Activities of Public Administrative Reform 2019-2030

## 3. Strengthening work effectiveness

- Delegation of power, transfer of functions, resources and techniques to all levels of administration
- Encouraging and implementing innovation solutions to ensure effective functioning and resource utilization
- Putting in place the performance-based management system
- Putting in place monitoring and evaluation mechanism
- Strengthening information sharing mechanism at all levels of administration

Thank you!