**About the Project**

With approximately 1 million personnel, the Myanmar Civil Service plays a pivotal role in Myanmar’s democratic transition and strengthening trust in the State. "A capable and committed Civil Service founded on the principles of integrity, impartiality and accountability is the backbone of democratic governance" (Myanmar Civil Service Reform Strategic Action Plan 2017-2020). LEAP is a 5-year project that supports the Government to achieve its vision of a people-centred, ethical, responsive and merit-based civil service. The Union Civil Service Board (UCSB) partners with LEAP to:

• Review and modernize civil service regulations and systems;
• Introduce results-based management practices that promote meritocracy, ethics, transparency, accountability and inclusivity;
• Improve civil servants’ performance through enhanced leadership and motivation; and
• Foster public service delivery and accountability at national and sub-national levels.

**Objectives**

LEAP enables fundamental change in Myanmar’s Civil Service. Five policy papers describe a modern Human Resources Management System (HRMS) with the following functional areas: recruitment and selection, posting and transfer, performance evaluation, human resource planning, and a competency framework and toolkit, being piloted in the UCSB. Partnership with ministry Corruption Prevention Units will promote civil service integrity. The Gender Equality in Public Administration (GEPA, 2019) study provides quantitative and qualitative analysis on obstacles to women’s equal access to leadership roles. The first-ever Public Perception Survey of Government Services (PPSoGS, 2019) will enable the use of data for evidence-based planning and contribute to the National Indicator Framework of the Myanmar Sustainable Development Plan (MSDP).

In response to the needs identified by Government, a review and redesign of all training programs and methodologies of the Central Institutes of Civil Service (CICS) includes adult-learning approaches, distance-learning and capacity development for faculty and trainers.

The key enablers of change management are senior civil servants. A Senior Executive Leadership System (SELS) will enhance their capacities and motivation for leadership and management. This includes special training, coaching and mentoring, and a more rigorous merit selection and performance evaluation. Building on UCSB’s commitment to become a leader in ASEAN on Intrinsic Motivation, LEAP will deliver methods and global knowledge-sharing to foster motivation, performance and integrity. These activities will help achieve Myanmar’s objectives of a more people-centred and results-oriented Civil Service.

**Expected Results**

1. Ethics, meritocracy, inclusivity and responsiveness are embedded and applied in Myanmar’s Civil Service;
2. Public Services are people-centred and enhanced due to more effective and professional civil service;
3. Civil service oversight, accountability, standards and capacity are strengthened at Union and sub-national levels.

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**PROJECT SUMMARY**

Duration: July 2018 – December 2022

Budget: USD 9,759,535

Coverage: Myanmar

Beneficiaries: Civil service personnel, with emphasis on women, people with special needs and minorities (prime beneficiaries); people of Myanmar (indirect beneficiaries)

Donors: Australia, Sweden

Focus: Public administration reform


SDGs: 16. Peace, Justice and Strong Institutions

MSDP: Goal 1: Peace, National Reconciliation, Security and Good Governance: Strategy 1.4