PUBLIC PROCUREMENT TOOLBOX

Capacity assessment of the public procurement workforce in Peru

Public Procurement Principle: **Integrity, Capacity**

Procurement Stage**: Pre-tendering, Tendering**

Audience: **Procuring entity**

Description

SERVIR (National Civil Service Authority) undertook two diagnoses of the capacity and knowledge gaps in the area of public procurement in 2010 and 2014. In 2014, SERVIR identified 6 158 public procurement practitioners, 78% of which participated in the evaluations. The diagnosis was based on the scoring of a test of 30 questions.

Then, the accuracy answer rate was used to classify the public procurement workforce into four categories:

- From 0% to 50%: Capacity building is needed for general and specific issues, in accordance with the functions of the public procurement staff (category 1)
- From 51% to 70%: Specific knowledge needs to be strengthened in order to carry out the functions of the public procurement staff (category 2)
- From 71% to 85%: Specific knowledge needs to be strengthened in order to advance the capabilities of the public procurement staff (category 3)
- From 86% to 100%: Optimal knowledge in order to carry out the functions of the public procurement staff (category 4). The result reveals that the majority of the workforce (almost 40% out of 4 793 public procurement staff evaluated) needed specific knowledge to be strengthened in order to carry out their functions (category 2). Indeed, only 9.62% had enough knowledge in order to carry out their functions in an optimal way (category 4).

In addition, the results showed that capabilities were stronger at national than at subnational level. This assessment also pointed out that the professionalisation of the public procurement workforce in Peru was most needed at the beginning of the career: almost 50% of public procurement staff with less than one year of experience are not meeting the criteria. The results of the capacity assessment will be useful to develop the professionalisation and capacity building strategy. In addition to this diagnosis carried out by SERVIR, the OSCE (Government Procurement Supervising Agency) has been implementing the assessment of the professionalisation and capacity of the public procurement workforce in Peru by applying the methodology of the OECD MAPS (Methodology for Assessing Procurement Systems).

OECD (2021), Public Procurement in the State of Mexico: Enhancing Efficiency and Competition, OECD Public Governance Reviews, OECD Publishing, Paris, https://doi.org/10.1787/cc1da607-en.