



Diagnosing capacity and knowledge gaps in Peru



Public Procurement Principle: **Capacity**



Procurement Stage: **All stages**



Audience: **Policy makers, Procuring entity**

Description

Since 2010, SERVIR has performed diagnoses of capacity and knowledge gaps in the Peruvian public service. These diagnoses cover the following areas: human resources, accounting, public financial management, public investment, modernisation of public management, public procurement and strategic planning.

These analyses aim to provide a better overview of the characteristics of civil servants, by measuring knowledge gaps and guiding the development of capacity development strategies according to identified needs. SERVIR conducted two diagnoses of capacity and knowledge gaps in the area of public procurement in 2010 and 2014.

The first diagnosis identified 3 646 public procurement practitioners, 78% of which participated in the evaluation. In 2014, SERVIR identified 6 158 public procurement practitioners, 78% of which again participated in the evaluation. The public procurement system has the participation rate for evaluations. The 2010 diagnosis was based on a test consisting of 30 questions.

This permitted the public procurement workforce to be classified into four categories:

- I. From 0% to 50%: Capacity building is needed for general as well as specific issues, in accordance with the functions of the public procurement staff (category 1)
- II. From 51% to 70%: Specific knowledge needs to be strengthened in order to carry out the functions of the public procurement staff (category 2)
- III. From 71% to 85%: Specific knowledge needs to be strengthened in order to advance the capabilities of the public procurement staff (category 3)

- IV. From 86% to 100%: Optimal knowledge present to carry out the functions of the public procurement staff (category 4).

Source: OECD (2018) Procurement Review of the Chamber of Commerce of Bogotá, Colombia, Aligning best practices with the OECD Public Procurement recommendation <https://www.oecd.org/gov/public-procurement/publications/procurement-review-chamber-commerce-bogota.pdf>

