

**COMBINED PROJECT INFORMATION DOCUMENTS / INTEGRATED  
SAFEGUARDS DATA SHEET (PID/ISDS)**

**Additional Financing**

Report No.: PIDISDSA21493

**Date Prepared/Updated:** 28-Mar-2017

**I. BASIC INFORMATION**

**A. Basic Project Data**

<b>Country:</b>	Congo, Democratic Republic of	<b>Project ID:</b>	P160612
		<b>Parent Project ID (if any):</b>	P122229
<b>Project Name:</b>	Public Sector Reform and Rejuvenation Project - AF (P160612)		
<b>Parent Project Name:</b>	Public Service Reform and Rejuvenation Project (P122229)		
<b>Region:</b>	AFRICA		
<b>Estimated Appraisal Date:</b>	20-Mar-2017	<b>Estimated Board Date:</b>	16-May-2017
<b>Practice Area (Lead):</b>	Governance	<b>Lending Instrument:</b>	Investment Project Financing
<b>Borrower(s)</b>	CMRAP Ministry of Public Services		
<b>Implementing Agency</b>	CMRAP		
<b>Financing (in USD Million)</b>			
<b>Financing Source</b>			<b>Amount</b>
IDA Grant			45.00
Financing Gap			0.00
Total Project Cost			45.00
<b>Environmental Category:</b>			
<b>Appraisal Review Decision (from Decision Note):</b>	The review did authorize the team to appraise and negotiate		
<b>Other Decision:</b>			
<b>Is this a Repeater project?</b>	No		

**B. Introduction and Context**

**Country Context**

The Democratic Republic of Congo (DRC) is among the largest countries in Africa with a population of 71 million people spread over 2.3 million square kilometers. With 80 million hectares of arable

land, over 1,100 minerals and precious metals identified, and 15 percent of the world's hydropower potential, DRC has the potential to become one of the richest countries on the African continent.

However, decades of conflict and corruption have left it chronically unstable, lacking infrastructure and social services. In 1999, the Lusaka Peace accord paved the way to recovery and the establishment of new institutions within the framework of a decentralized state .

Underpinning the legitimacy of institutions with a rigorous electoral process has been challenging. Provincial elections were held only once in 2007, and never since. At the local level, elections have never been held. The outcome of the 2011 presidential and legislative elections raised concerns about their transparency. The most recent electoral cycle, with municipal, local, and provincial elections originally planned for October 2015 was postponed.

In 2016 political tensions increased as the presidential and legislative elections were postponed leading to erupting violence. After intense negotiations, facilitated by the Catholic Church, elections have been postponed by one year until December 2017.

This political uncertainty coincides with an economic slowdown that comes at the heels of a stretch of impressive economic growth. From 2010 to 2014 the annual average economic growth rate was at 7.7 percent. Gross Domestic Product (GDP) growth in 2015 declined to 6.9 percent, and is expected not to exceed 2.7 percent in 2016. The production of oil and mining products during the first half of 2016 has declined by 8.6 percent compared to 2015. The drop in the global demand for raw materials has resulted in lower levels of economic activities.

The current economic downturn is exerting significant fiscal stress. Preliminary public finance figures show revenues dropping by 12.4 percent over the first seven months of 2016, which led the government to cut the 2016 budget by 22 percent. The budget balance turned to a negative US\$260 million as of July 2016 from a surplus of US\$90 million in July 2015.

The Human Development Indicator has remained consistently low during both periods of economic growth and economic downturn. In 2015 the DRC ranked 176 out of 187 countries. The poverty rate in DRC remains high and DRC's gross national income per capita, which stood at US\$410 in 2015, is among the lowest in the world. Significant segments of society remain marginalized, which contributes to patterns of distrust towards state authorities.

To successfully tackle its development challenges, building strong and capable institutions is more than ever a priority for the DRC. Since 2009 the government has made a number of commitments to strengthen governance, including the 2009 Governance Compact (Contrat de Gouvernance) and the 2010 Economic Governance Matrix, which makes commitments to improve transparency in the extractive industries. In compliance with the Extractive Industries Transparency Initiative (EITI), the DRC is meeting the transparency requirements through the periodic publication of reports and all contracts signed by the government in the oil, mining, and forestry sectors have been disclosed to the public.

On July 19, 2016, the government submitted the request for an Additional Financing of US\$50 million to improve the performance of its public sector.

### **Sectoral and Institutional Context**

For years the public service system has been neglected and its rules and procedures disrespected. A number of deficiencies are hindering the public administration to perform including (i) a fragmented

legal framework; (ii) the lack of an HR management system for civil servants; (iii) a bloated and over-aged public service; and (iv) an opaque and inequitable wage system. Taken together, these problems act as systemic constraints to institutional capacity, hampering service delivery and economic activity. Thus, the establishment of basic processes for the public service is important not only in fiscal terms (the wage bill represents around 45 percent of total expenses) but also to ensure better delivery of basic services to citizens.

The DRC public service system consists of three parallel structures: i) a general administration that is aging and has been effectively sidelined; ii) politically appointed ministerial advisors who have taken over much of the general administration functions without a clear delineation of responsibilities, and; iii) a series of ad-hoc agencies, including new units (nouvelles unites), which duplicate institutional mandates. Short term objectives of political appointees and their high turn-over rate have led to inconsistency in policy decisions. And the multitude of agencies competing over similar mandates undermines the effectiveness of public institutions.

The proliferation of government units and agencies outside the core administration, created new categories of staff who were not given civil servant registration numbers (numéro matricule). This development contributed to a fragmentation of the public service with a multitude of specific statuses (status spécifiques), without a coherent salary system. This in turn exacerbates the collective action problems.

To address this problem, the parent project, Public Service Reform and Rejuvenation Project (PSRRP), worked on reforming the legal framework. More concretely, PSRRP facilitated the promulgation of two new laws in 2016, the Organic Law defining the Organization and Functioning of the Civil Service of the Central, Provincial and Local Administrations (Loi organique fixant l'organisation et le fonctionnement des services publics du pouvoir central, des provinces et des ETD, LOFOP) and the Law on the Status of Career Civil Servants (Loi sur le statut des agents de carrière des services publics de l'Etat, "le Statut"), which create a coherent legal framework for the civil service and coherent staff categories.

Improving HR Data Management Systems is crucial part of reform to translate the new legal framework into better HR management in practice. The lack of reliable HR data and a lack of coordination between Ministries has promoted improper hiring and remunerations. In addition, it created the conditions for an inflated wage bill, and an opaque and unequal pay system. PSRRP is addressing this challenge by conducting a biometric census to gain reliable HR data establishing new HR units in supported Ministries to provide better HR data in a sustainable way.

An incoherent Pay System is one of the adverse effects of the fragmented public service. A variety of bonuses (primes) are being awarded and constitute up to 90 percent of the compensation package. These practices have increased the opportunities for patronage-based appointments, for intransparent trading of favors, and upward kickback arrangements. A first step in rationalizing the wage system was introduced in 2007, aiming at raising the base pay proportion of total pay from 5 percent to 40-55 percent. PSRRP is supporting the negotiation process to further rationalize the wage system, limiting discretionary premiums (primes spécifiques).

The Congolese Civil Service is ageing and has been lacking a credible retirement process. 55-60 percent of all Congolese civil servants have passed the mandatory retirement age but failed to retire. The new 2016 Law on the Status of Career Civil Servants has raised the mandatory retirement age from 55 to 65 years and the number of years of service from 30 to 35.

PSRRP is helping the government establish a Pension Fund (Caisse Nationale de Sécurité sociale de l'Administration Publique, CNSSAP). It aims move from a fictitious to a realistic model whereby the legal retirement age matches the actual retirement age. In combination with a young professional program this will rejuvenate the workforce.

To address these challenges, public service reforms and public sector capacity development have become key government priorities, as reflected in the Governments' strategy documents: the 2012 strategy for the implementation of the Public Service Reform (Stratégie Révisée de la mise en Oeuvre de Réforme de l'Administration Publique) was adopted by the Public Administration Modernization Steering Committee (Comité de Pilotage et de Coordination de la Modernisation de l'Administration Publique - CPMAP"), and the Strategic Framework for the Reform and Modernization of Public Administration (Cadre stratégique général pour la Réforme et Modernisation de l'Administration Publique - CSRAP). It includes: (i) the revision of the regulatory framework; (ii) clarification and modernization of ministerial mandates and organizational structures; (iii) improved HR data management; (iv) rejuvenation of the civil service; and (v) establishment of an adequate pension system. The World Bank, through PSRRP is supporting these efforts in five crosscutting Ministries that focus on core functions: the Ministries of Finance, Budget, Planning, Portfolio, and Civil Service.

DRC's 2006 Constitution established a decentralized state with 26 provinces. It stipulates the transfer of competences and budgets (40 percent of the revenues generated by provinces, while 10 percent are to be redistributed through an equalization fund).

Decentralization bears promise to bring government closer to its citizens and to put a check on central state authority. With Bank support, provinces developed budget management systems, personnel and payroll management systems, established provincial audit sections, and strengthened provincial capacity to manage development projects.

Decentralization has not yet exploited its full potential. The transfer of competences has been curtailed by centralized personnel management. Funds that should be transferred to the provincial and local levels at the beginning of the fiscal year are frequently delayed or indefinitely withheld. Networks of patronage distort the incentives for officials in sub-national postings and promote predatory practices (2013 provincial audits of the Court of Auditors (Cour de Comptes).

In the context of not yet fully functioning provinces a new territorial subdivision, (decoupage), took effect in June 2015. It increased the number of provinces from 11 to 26. This creates enormous challenges for the country to correct the shortcomings of the current state of decentralization while establishing entirely new provinces from the start. Challenges relate to the viability, accountability and effectiveness of both old and newly created provinces.

The provinces do not have sufficient financial resources to ensure their own development. Tax administration is still embryonic with low capacity in local tax collection. Provinces have created a multitude of new taxes, many of which are not aligned with their competencies and perceived as translating into suboptimal services for citizens. At the same time, provinces have not managed to exploit their tax potentials and tax collection varies greatly between provinces. The equalization fund (Caisse de péréquation) adopted in 2015, is not functioning.

Fiscal transfers to Provinces remain inadequate. Studies show that financial transfers to provinces are at 6.3 percent of collected taxes while the Constitution stipulates 40 percent. The government, however, includes the salaries of deconcentrated units and central government investments into its calculation, which brings it up to 25 percentage.

The restructured PSRRP will expand its support to the Provinces to help them with organizing their core functions while taking into account their challenging reality. More specifically, PSRRP will expand the organizational review from the central to the provincial level but will adapt the approach to the different context.

### **C. Proposed Development Objective(s)**

#### **Original Project Development Objective(s) - Parent**

The project development objective is to improve the human resource management capacity of selected ministries and rejuvenate their workforce.

#### **Proposed Project Development Objective(s) - Additional Financing**

The project development objective is to strengthen and rejuvenate the civil service in selected ministries at the central and provincial levels.

#### **Key Results**

Percentage of staff who state that they have used the training that they received on the job

Civil servants eligible for retirement in the targeted ministries who receive their retirement benefits/packages and retire from active service

Young professionals employed in the public administration, after completing their training program (of which female)

### **D. Project Description**

The restructured project with additional financing will modify the first two components and add three new components. The first two components build on the parent project under implementation, PSRRP. The third component builds on the results achieved by PRCGAP (closed) to leverage its training infrastructure. The fourth component will expand support to the provincial level. The fifth component will split off Project Management into a separate component together with core support to the government agencies in charge of steering the reform.

Component 1: Supporting public service reform in selected Ministries and agencies (AF: US\$16.8 million equivalent)

This component supports the public administration reform program in terms of coordination, implementation, and monitoring reform progress, and funds Young Professional (YP) programs. It is comprised of the following sub-components:

Sub-component 1.1: Professionalize targeted Ministries through their restructuring and capacity building for HR Management (AF: US\$1.5 million equivalent)

This sub-component will sustain capacity building for HR management and functional reviews of targeted entities and operationalize their restructuring. It consolidates sub-components 1.2 (restructuring of Ministries), and 1.3 / 1.4 (HR management) of the parent project. The AF will allow this work to move from the design to the implementation phase by adding support to staffing and training within the supported Ministries. Added activities include

- Technical assistance to support the implementation of reorganized units, including training of new recruits (US\$400,000);
- Deploy Human Resource planning and management systems (US\$600,000);
- Organizational review of HR archiving systems (US\$200,000); and
- Technical Assistance to rationalize the pay system (US\$300,000).

Sub-component 1.2: Rejuvenate and professionalize the public service through “Young Professionals” and “Mid-Career” Programs (AF: US\$18.1 million equivalent)

The restructured project will expand the YP program in two ways: (i) add a YP program at the provincial level as provinces lack qualified personnel, and (ii) add a “Mid-Career” Program at the central level. This modifies sub-component 1.5 of the parent project. The Mid-Career program aims to ease generational tensions within Ministries and agencies. Mid-career civil servants who are too young to retire but too old to apply for the YP program, feel like “a lost generation”. The principles of the YP program (competitively recruitment and competitive salaries) will be replicated for the mid-career program. Added activities include:

- Recruitment and payment of 520 Young Professionals that integrate both targeted decentralized Ministries (12 per province) as well as deconcentrated units (eight per province);
- Recruitment and payment of 450 mid-career civil servants between the age of 35 and 55 years;
- Support to the Ecole Nationale d’Administration (ENA); and
- Recruitment of additional 50 senior professionals as coaches to ensure a successful integration of graduates, including YP and mid-career networking activities.

Sub-component 1.3: Strengthen accountability through a data-dashboard as a platform to plan, coordinate, and build consensus on the implementation of the Public Administration Reform (AF: US\$1.4 million equivalent)

The Data-Dashboard regards progress monitoring, awareness raising, communications, and regular feedback surveys. This modifies sub-component 1.1 of the parent project. It aims at being (i) a central monitoring and progress tracking tool for the PIU and (ii) promote a dialogue amongst concerned stakeholders to promote transparency and trust. It will facilitate a structured consultation process that includes public sector unions. Added activities include:

- Design and technical implementation of the ICT-based Data-Dashboard, including ongoing data collection;
- Capacity Development and knowledge exchange on Open Data approaches;
- Support to the change units established in supported Ministries, including ICT equipment; and
- Facilitation of a structured dialogue around the Dashboard with support from coaches to promote analysis and communication with reform affected state and non-state stakeholders such as civil servants and public sector unions, to build consensus.

Sub-component 1.4: Impact evaluation (reduced by US\$4.2 million equivalent as component 5 now accommodates Implementation Support)

This modifies sub-component 1.6 of the parent project and will split off Implementation Support (moved to component 5), but will leave the support to impact evaluation intact, making the sub-component more focused.

Component 2: Supporting the retirement process (AF: US\$1.4 million equivalent)

This component will largely be maintained with a few additions to sub-component 2.3.

Sub-component 2.3: Technical Assistance to establish a public service pension fund (AF: US\$1.4

million equivalent)

This sub-component is assisting the government in operationalizing its public sector pension fund. The AF will allow for the deployment of international coaches to help core staff kick start the fund and finance minor rehabilitation works (a risk mitigating mechanism to help the fund become operational and help achieve the PDO). Added activities include:

- Legal advisory and Technical Assistance to prepare and implement rules and procedures for the pension fund (US\$700,000); and
- Rehabilitation of the building of the pension fund / Ministry of Public Service (US\$700,000).

Component 3 (new component): Building capacity through an infrastructure of training centers (AF: US\$10.9 million equivalent)

This is a new component that builds on the achievements of PRCGAP and leverage its training infrastructure. It will also support SENAREC in the Ministry of Planning to strengthen its institutional mandate as DRC's one-stop-shop for Capacity Development.

Sub-component 3.1: Improve the systematic identification of training needs through coherent capacity development plans (AF: US\$1.5 million equivalent)

As its core mandate of being DRC's one-stop-shop for capacity development SENAREC has the institutional mandate to develop the national capacity development plan, in its second edition called PRONAREC 2. Under this mandate, SENAREC is the agency best suited to help PSRRP develop a coherent plan for the specific training needs of the reform at all levels. The sub-component will support the following activities:

- Support the development of the PRONAREC 2 (US\$800,000); and
- Support training needs assessment and training plans at targeted central and provincial level entities (US\$700,000).

Sub-component 3.2: Improve training quality through regulatory and quality control functions (AF: US\$1.4 million equivalent)

As the coordinating body for the eight training centers, SENAREC has established its quality control functions that it needs to fully deploy. This regards the periodic accreditation of training programs as well as the national certification of rapid results approach coaches according to Bank acceptable adherence to global norms and integrity by associating international expertise. This sub-component will finance the following activities:

- Managing the periodic accreditation of training programs countrywide (US\$500,000);
- Managing the certification of rapid results coaches (US\$400,000); and
- Conducting tracer studies to review the usefulness of trainings on the job (US\$500,000).

Sub-component 3.3: Strengthen civil servants' capacity through an infrastructure of ten training centers and leadership training (AF: US\$8million equivalent)

To better cover all 26 provinces two additional training centers will be identified. Selection criteria include existing capacity, geographic coverage of the country and strong buy-in from the centers' management. Support would include; i) rehabilitation of facilities, provision of critical equipment and training materials; ii) a training of trainers program for the institutions selected, and iii) the roll out of programs to other provincial centers. The project will provide funding for the centers' functioning on a decreasing scale.

Building on the practice of performance contracts, called mission letters (lettres de mission) between central government Ministers and the Prime Minister, the project will support an accompanying monitoring mechanism. This aims at improving the quality of performance contracts to include measurable results, defined indicators, and build capacity of academia and civil society to track indicators. This sub-component will finance the following activities:

- Rehabilitating and equipping two additional training centers (US\$1 million);
- Maintaining ten training centers and their facilities and IT infrastructure on a decreasing scale to replace Bank support with self-generated revenues (US\$3 million);
- Organizing competitions for training centers and rapid results coaches (US\$2 million);
- Minister level government seminary on performance contracts and results tracking mechanism (US\$1.5 million); and
- Leadership and results based management training (US\$500,000).

Component 4 (new component): Supporting public service reform at the provincial level (AF: US\$7.9 million equivalent)

This component will assist new provincial Governments create formal structures and accountability mechanisms. Activities will build on the accomplishments of the Governance Capacity Enhancement Project (GCEP, P104041, closed on February 28, 2016), which helped strengthen provincial capacity within the scope of the previous provinces (before the implementation of *découpage*). In particular it helped (i) established a system of intergovernmental fiscal relations between central and provincial levels, (ii) built public sector and financial management systems at provincial levels, and (iii) built governance reform implementation capacity. The Additional Financing for both PFMAP and PSRRP seek to fill intervention gaps arising from *découpage*. While PFMAP will focus on financial management capacity, PSRRP will cover the following sub-components:

Sub-component 4.1: Finalize the legal framework governing the decentralization process (AF: US\$1 million equivalent)

Since 2006, the GoDRC has enacted several laws supporting the decentralization process. However, they are still incomplete and lack decrees and application texts. This sub-component aims to fill this gap through the following activities:

- Legal advisory to the preparation and adoption processes of key missing legislations including implementing decrees; and a workshop for validation (US\$500,000); and
- Technical assistance to establish a National Equalization Fund (Caisse Nationale de Péréquation) (US\$500,000).

Sub-component 4.2: Support the establishment of provincial administrations (AF: US\$2 million equivalent)

In the context of *découpage*, the GoDRC has not yet undertaken administrative reviews to assess the provincial administrations that are currently in place. The project will help the government conduct organizational reviews and help develop new organizational charts for cross-cutting Ministries: Finance, Budget, Planning and Civil Service (replicating what the project did at the central level). This will help delineate responsibilities between deconcentrated Ministerial units in provinces and the provinces' own Ministries. This work will also support the transfer of competences in compliance with the legal framework and implementation mechanisms. This sub-component will finance the following activities:

- Technical assistance to conduct an organizational review of selected priority provinces; including a staffing needs assessment (US\$500,000);
- Support the development and implementation of new organigrams, including the conceptualization of standardized units, and core job descriptions (US\$1 million); and
- Technical assistance to establish viable consolidated administrations to support the establishment of provincial one stop shops (*guichet unique*) (US\$500,000).

Sub-component 4.3: Improve the coordination and monitoring of the decentralization process (AF:



US\$3.4 million equivalent)

This sub-component will finance implementation support relating to decentralization process coordinated by: (i) at the strategic level: the Interministerial Steering Committee for Coordination and Monitoring of the execution of the Decentralization (Comité Interministériel de Pilotage, de Coordination et de Suivi de la Mise en Œuvre de la Décentralisation), (ii) at the operational level: the Ministry of Decentralization, and (iii) at the technical level Technical Secretariat to support the Decentralization (Cellule Technique d'Appui à la Décentralisation, CTAD).

This sub-component will also support the design and implementation of provincial data-dashboards that will collect and share information on provincial mandates, responsibilities, and performance. It will become the analytical core of an engagement and communication strategy to support new and old provinces live up to their mandates.

This sub-component will finance the following activities:

- Technical assistance to conduct diagnostics in support of the decentralization reform; including support to the National Governors Association (US\$800 million);
- Minor works to refurbish the office space and provide adequate IT and logistics equipment for the CTAD (US\$200,000);
- Design and implementation of provincial level data-dashboards, including a communication strategy around dashboard facilitated analysis (US\$1 million);
- Training of civil servants on (i) the decentralization and (ii) dashboard facilitated diagnostics through the training centers (US\$900,000);
- Support the organization of a national forum dedicated to the assessment of the Strategic Framework for the Implementation of Decentralization (Cadre Stratégique de Mise en Oeuvre de la Décentralisation – CSMOD) (US\$250,000); and
- Translation into all four national languages(Kikongo, Lingala, Tshiluba and Swahili) of governing laws and government documents; and printing (US\$250,000).

Component 5 (new component): Project management and core support to government agencies in charge of steering the reform (AF: US\$8 million equivalent)

This component aims to provide assistance to government agencies in charge of steering the reform under the leadership of CMRAP. This will cover coordination, administration, communication, FM, procurement, monitoring and evaluation. Apart from CMRAP in the Ministry of Public Service, it will also fund core staff within the National Secretariat for Capacity Strengthening (Secrétariat National pour le Renforcement de Capacités, SENAREC), in the Ministry of Planning. The rationale is to facilitate the merger of activities of PSRRP and PRCGAP and effectively leverage the training infrastructure coordinated by SENAREC.

**Component Name:**

Component 1 - Supporting public service reform in selected ministries and agencies

**Comments ( optional)**

**Component Name:**

Component 2 - Supporting the retirement process

**Comments ( optional)**

**Component Name:**

Component 3 – Building capacity through an infrastructure of training centers

**Comments ( optional)**

**Component Name:**

Component 4 – Supporting public service reform at the provincial level

**Comments ( optional)****Component Name:**

Component 5 – Project management and core support to Government agencies in charge of steering the reform

**Comments ( optional)****E. Project location and Salient physical characteristics relevant to the safeguard analysis (if known)**

Kinshasa Province, Sud-Kivu Province, Haute-Katanga Province, Kasai-Oriental Province, Tshopo Province.

**F. Environmental and Social Safeguards Specialists**

Joelle Nkombela Mukungu( GEN07 )

**II. IMPLEMENTATION**

Capacity constraints constitute critical risks for projects that involve numerous stakeholders, at both central and provincial levels. The overall implementation arrangements of the parent project will be maintained for the AF. These arrangements have been in place for managing the project satisfactorily over the last two years and will be maintained accordingly. More specifically, the AF will leverage the capacity of (i) CMRAP, which has been the PIU for the parent project and (ii) SENAREC, which has been the PIU for PRCGAP, the sister project whose achievements inform the added capacity development activities in component 3.

**III. SAFEGUARD POLICIES THAT MIGHT APPLY**

<b>Safeguard Policies</b>	<b>Triggered?</b>	<b>Explanation (Optional)</b>
Environmental Assessment OP/BP 4.01	No	N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".
Natural Habitats OP/BP 4.04	No	N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".
Forests OP/BP 4.36	No	N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".
Pest Management OP 4.09	No	N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".

Physical Cultural Resources OP/BP 4.11	No	N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".
Indigenous Peoples OP/BP 4.10	No	N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".
Involuntary Resettlement OP/BP 4.12	No	N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".
Safety of Dams OP/BP 4.37	No	N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".
Projects on International Waterways OP/BP 7.50	No	N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".
Projects in Disputed Areas OP/BP 7.60	No	N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".

#### IV. Key Safeguard Policy Issues and Their Management

##### *A. Summary of Key Safeguard Issues*

**1. Describe any safeguard issues and impacts associated with the proposed project. Identify and describe any potential large scale, significant and/or irreversible impacts:**

N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".

**2. Describe any potential indirect and/or long term impacts due to anticipated future activities in the project area:**

N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".

**3. Describe any project alternatives (if relevant) considered to help avoid or minimize adverse impacts.**

N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".

**4. Describe measures taken by the borrower to address safeguard policy issues. Provide an assessment of borrower capacity to plan and implement the measures described.**

N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".

**5. Identify the key stakeholders and describe the mechanisms for consultation and disclosure on safeguard policies, with an emphasis on potentially affected people.**

N/A. No environmental or social safeguards policies are triggered for the AF of the project. The environmental category of the project remains "C".

**B. Disclosure Requirements**

Congo, Democratic Republic of	
<i>Comments:</i>	
Congo, Democratic Republic of	
<i>Comments:</i>	
Congo, Democratic Republic of	
<i>Comments:</i>	
Congo, Democratic Republic of	
<i>Comments:</i>	
<b>If the project triggers the Pest Management and/or Physical Cultural Resources policies, the respective issues are to be addressed and disclosed as part of the Environmental Assessment/Audit/or EMP.</b>	
<b>If in-country disclosure of any of the above documents is not expected, please explain why::</b>	

**C. Compliance Monitoring Indicators at the Corporate Level**

<b>The World Bank Policy on Disclosure of Information</b>						
Have relevant safeguard policies documents been sent to the World Bank's Infoshop?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	NA	<input checked="" type="checkbox"/>
Have relevant documents been disclosed in-country in a public place in a form and language that are understandable and accessible to project-affected groups and local NGOs?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	NA	<input checked="" type="checkbox"/>
<b>All Safeguard Policies</b>						
Have satisfactory calendar, budget and clear institutional responsibilities been prepared for the implementation of measures related to safeguard policies?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	NA	<input checked="" type="checkbox"/>
Have costs related to safeguard policy measures been included in the project cost?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	NA	<input checked="" type="checkbox"/>
Does the Monitoring and Evaluation system of the project include the monitoring of safeguard impacts and measures related to safeguard policies?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	NA	<input checked="" type="checkbox"/>

Have satisfactory implementation arrangements been agreed with the borrower and the same been adequately reflected in the project legal documents?

Yes

No

NA

## V. Contact point

### World Bank

Contact: Boris Weber

Title: Senior Public Sector Specialis

### Borrower/Client/Recipient

Name: CMRAP Ministry of Public Services

Contact: Serge Bikoro

Title: Coordinator of CMRAP

Email: jsbikoro@gmail.com

### Implementing Agencies

Name: CMRAP

Contact: Serge Bikoro

Title: Coordinator

Email: jsbikoro@gmail.com

## VI. For more information contact:

The World Bank

1818 H Street, NW

Washington, D.C. 20433

Telephone: (202) 473-1000

Web: <http://www.worldbank.org/projects>

## VII. Approval

Task Team Leader(s):	Name: Boris Weber	
<i>Approved By:</i>		
Safeguards Advisor:	Name: Maman-Sani Issa (SA)	Date: 29-Mar-2017
Practice Manager/Manager:	Name: Hisham Ahmed Waly (PMGR)	Date: 30-Mar-2017
Country Director:	Name: Ahmadou Moustapha Ndiaye (CD)	Date: 13-Apr-2017