



## Burkina Faso Public Sector Modernization Program (P132216)

AFRICA | Burkina Faso | Governance Global Practice |  
IBRD/IDA | Program-for-Results | FY 2016 | Seq No: 3 | ARCHIVED on 18-Dec-2016 | ISR25884 |

Implementing Agencies: Ministere de la Fonction Publique du Travail et de la Securite Sociale

### Program Development Objectives

Program Development Objective (from Program-for-Results Appraisal Document)

The program development objective is to improve selected service standards in targeted regions of the ministries responsible for primary education, justice, labor and civil service.

### Overall Ratings

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	● Satisfactory	● Satisfactory
Overall Implementation Progress (IP)	● Satisfactory	● Satisfactory
Overall Risk Rating	● Moderate	● Moderate


### Implementation Status and Key Decisions

The Program was declared effective on February 1, 2016. The implementation of the Program activities is progressing very well.



## Data on Financial Performance

### Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	Disbursed
P132216	IDA-56830	Effective	USD	40.00	40.00	0.00	8.58	31.35	 21%

### Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P132216	IDA-56830	Effective	09-Jul-2015	07-Oct-2015	01-Feb-2016	31-Dec-2019	--

## Risks

### Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	--	● Moderate	● Moderate
Macroeconomic	--	● Moderate	● Moderate
Sector Strategies and Policies	--	● Moderate	● Moderate
Technical Design of Project or Program	--	● Moderate	● Moderate
Institutional Capacity for Implementation and Sustainability	--	● Moderate	● Moderate
Fiduciary	--	● Moderate	● Moderate
Environment and Social	--	● Moderate	● Moderate



Stakeholders	--	● Low	● Low
Other	--	--	--
Overall	--	● Moderate	● Moderate

### Disbursement Linked Indicators (DLI)

#### ► DLI 1: SIGASPE updated to meet user needs (Yes/No) (Yes/No)

	Baseline	Actual (Previous)	Actual (Current)
Value	N	N	Y
Date	12-Oct-2015	--	12-Dec-2016

#### Comments

The improvements on the SIGASPE has been completed and verified by the ASCE.

#### ► DLI 2: Share of civil services transactions involving hiring (engagement/ intégration) and/or promotion (reclassement) completed within a 28 calendar-day period (Percentage)

	Baseline	Actual (Previous)	Actual (Current)
Value	5.00	5.00	80.00
Date	12-Oct-2015	--	30-Sep-2016

#### Comments

As of September 30, 2016 out of 1237 files on hiring (engagement/integration) 1026 of them were completed in less than 28 days (83 percent). For promotion (reclassement) out of 546 files 263 of them were completed in less than 28 days (48 percent).

#### ► DLI 3: Share of new primary school teachers appointed to the MENA by August 31 (Percentage)

	Baseline	Actual (Previous)	Actual (Current)
Value	0.00	0.00	100.00
Date	12-Oct-2015	--	30-Sep-2016

#### Comments

In 2016 all of the primary school teachers were hired before the deadline of August 31

#### ► DLI 4: Number of private sector employees registered with the national social security (Number)



	Baseline	Actual (Previous)	Actual (Current)
Value	324000.00	324000.00	360000.00
Date	12-Oct-2015	--	30-Sep-2016
<b>Comments</b>			
The target for 2016 is to have 324 000 private sector employees registered with the national social security; the value as of September 30 is 360 000			

► DLI 5: Improvement of the monitoring mechanism for instruction time on task in public primary school in the Sahel, Upper Basin and East regions. (Yes/No)

	Baseline	Actual (Previous)	Actual (Current)
Value	N	N	Y
Date	12-Oct-2015	--	12-Dec-2016
<b>Comments</b>			
A new and improved monitoring system for teacher time on task has been established in the three regions the program covers. ACSE has verified the functioning of the system.			

► DLI 6: Share of public primary school classes with at least 770 hours of instruction time annually in the Sahel, Upper Basin and East regions. (Percentage)

	Baseline	Actual (Previous)	Actual (Current)
Value	20.00	20.00	20.00
Date	12-Oct-2015	--	12-Dec-2016
<b>Comments</b>			
The monitoring system has been established and the education is ongoing.			

► DLI 7: Establishment of a uniform case tracking system in selected departmental and district courts. (Yes/No)

	Baseline	Actual (Previous)	Actual (Current)
Value	N	N	Y
Date	12-Oct-2015	--	12-Dec-2016
<b>Comments</b>			
A new and improved monitoring system for case management system has been established in the selected departmental and district courts. ACSE has verified the functioning of the system.			



► DLI 8: Share of judgments issued by administrative tribunals in a 12 month period (75% of which through a written judgment) in the regions of Ouagadougou, Tenkodogo, Dedougou and Bobo-Dioulasso (Percentage)

	Baseline	Actual (Previous)	Actual (Current)
Value	29.00	29.00	60.00
Date	12-Oct-2015	--	30-Sep-2016

#### Comments

The target for 2016 is 35 percent; the Program has already surpassed the target value.

► DLI 9: Share of judgments involving litigation matters issued by selected departmental and district courts, in a manner consistent with the Recipient's rules and procedures (Percentage)

	Baseline	Actual (Previous)	Actual (Current)
Value	0.00	0.00	33.00
Date	12-Oct-2015	--	30-Sep-2016

#### Comments

The target for 2016 is 40 percent.

## Results

### Results Area

#### Intermediate Results Area

IR Indicator 1.1: SIGASPE updated to meet user needs

IR Indicator 1.2: Share of newly hired primary teachers made available to MENA by 31 August

IR Indicator 1.3: Share of DRFP offices satisfying defined criteria

IR Indicator 1.4: Share of civil servants in selected ministries with an updated employment record in SIGASPE

IR Indicator 1.5: Share of civil servants in the civil service on-line access to administrative and personnel HR information

IR Indicator 1.6: Share of civil servants in the selected ministries with Individual Employee File system (Dossier Individuel Normalise --DIN) updated and available on-line

IR Indicator 1.7: Share of civil servants in the three selected ministries with job description, performance contracts and annual performance evaluation

IR Indicator 1.8: Share of transactions in the civil service carried out within a certain period: retirement completed two (60 calendar days) months before the retirement date

IR Indicator 2.1: Share of DRT satisfying defined criteria in the Centre, Centre-West, Cascades and Upper Basin regions



IR Indicator 2.2: Monitoring mechanism of instructional time in public primary schools established in the Sahel, Upper Basin and East regions

IR Indicator 2.3: Share of CEB, DPENA and DRENA satisfying defined criteria in the regions Sahel, Upper Basin and East

IR Indicator 2.4: Share of new teachers assigned to schools in the Sahel, Upper Basin and East regions on or before 25 September

IR Indicator 2.5: Share of public primary schools having at least two visits per academic year by circuit supervisor (CCEB) in the Sahel, Upper Basin and East regions

IR Indicator 2.6 : Share of written judgments handed down in the pilot jurisdictions in Ouagadougou, Tenkodogo, Dédougou and Bobo-Dioulasso regions for which the case management process is automated (

IR Indicator 2.7: Share of pilot jurisdictions in Ouagadougou, Tenkodogo, Dédougou and Bobo-Dioulasso regions that satisfy 80 percent of the defined criteria (TGI/Tadmin)

IR Indicator 2.8: Share of 115 most frequently used laws and jurisprudence publicly accessible online

IR Indicator 2.9: Share of 50 pilot local departmental (TD) and district courts (TA) in in the Ouagadougou, Tenkodogo, Dédougou and Bobo-Dioulasso regions that satisfy 80 percent of the defined criter

IR Indicator 2.10: Share of 50 pilot local departmental (TD) and district courts (TA) in in the Ouagadougou, Tenkodogo, Dédougou and Bobo-Dioulasso regions that have the presidents, secretaries and a

IR Indicator 2.11 : Uniform case tracking system established in the selected 50 local departmental and district courts

IR Indicator 2.12: Share of female teachers hired each year

IR Indicator 3.1: Rate of execution of the PSDMA Second Action Plan

IR Indicator 3.2: Publication of annual performance reports in conformity with WAEMU Directive 7

IR Indicator 3.3: Rate of execution of the risk-based audit of the ASCE in MENA, MFPTSS and MJPDHC.

IR Indicator 3.4: Rate of execution of the internal ministerial technical inspectorates' recommendations in the MENA, MFPTSS and MJPDHC

IR Indicator 3.5: Grievances responded by the Ombudsman in compliance with the Operational Manual of the Program

IR Indicator 3.6: Direct project beneficiaries (of which female)

## Project Development Objective Indicators

► PDO Indicator 1: Share of HR transactions completed in the civil service within a certain period: hiring and promotion within 28 calendar days (disaggregated by recruitment and promotion) (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	4.60	50.00	48.17	50.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

### Comments

As of September 30, 2016 out of 1237 files on hiring (engagement/integration) 1026 of them were completed in less than 28 days (83 percent). For promotion (reclassement) out of 546 files 263 of them were completed in less than 28 days (48 percent).

▲ Recruitment/Hiring (Percentage, Custom Breakdown)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	4.38	--	82.94	50.00



Date	12-Oct-2015	--	30-Sep-2016	31-Dec-2019
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► PDO Indicator 2: Workers registered with the Social Security Fund (Caisse Nationale de Sécurité Sociale - CNSS) (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	298,000.00	298,000.00	360,000.00	400,000.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► PDO Indicator 3: Share of classes with at least 770 annual hours of instruction in public primary schools in the Sahel, Upper Basin and East regions (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00
Date	12-Oct-2015	15-Jun-2016	15-Jun-2016	31-Dec-2019

Comments

The education year is ongoing, the target for 2016-2017 education year is 20 percent.

► PDO Indicator 4: Share of judgments that are delivered in Ouagadougou, Tenkodogo, Dédougou and Bobo-Dioulasso regions with respect to (i) • administrative law cases (by the First Instance Tribunals an (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	29.00	29.00	60.00	60.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► PDO Indicator 4: Share of judgments that are delivered in Ouagadougou, Tenkodogo, Dédougou and Bobo-Dioulasso regions with respect to • contentious matters by the 50 pilot local departmental (TD) and (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	33.00	70.00



Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019
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## Overall Comments

## Intermediate Results Indicators

## ► IR Indicator 1.1: SIGASPE updated to meet user needs (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	Y	Y	Y
Date	12-Oct-2015	15-Jun-2016	12-Dec-2016	30-Dec-2016

## ► IR Indicator 1.2: Share of newly hired primary teachers made available to MENA by 31 August (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	100.00	75.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

## ► IR Indicator 1.3: Share of DRFP offices satisfying defined criteria (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	100.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

## Comments

Procurement process is ongoing to provide the supplies for DRFP offices.

## ► IR Indicator 1.4: Share of civil servants in selected ministries with an updated employment record in SIGASPE (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
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Value	0.00	0.00	0.00	75.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 1.5: Share of civil servants in the civil service on-line access to administrative and personnel HR information (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	100.00	100.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 1.6: Share of civil servants in the selected ministries with Individual Employee File system (Dossier Individuel Normalise --DIN) updated and available on-line (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	70.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 1.7: Share of civil servants in the three selected ministries with job description, performance contracts and annual performance evaluation. (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	70.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 1.8: Share of transactions in the civil service carried out within a certain period: retirement completed two (60 calendar days) months before the retirement date (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	12.00	12.00	12.00	60.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 2.1: Share of DRT satisfying defined criteria in the Centre, Centre-West, Cascades and Upper Basin regions (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
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Value	0.00	0.00	0.00	100.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 2.2: Monitoring mechanism of instructional time in public primary schools established in the Sahel, Upper Basin and East regions (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	Y	Y	Y
Date	12-Oct-2015	15-Jun-2016	12-Dec-2016	30-Dec-2016

► IR Indicator 2.3: Share of CEB, DPENA and DRENA satisfying defined criteria in the regions Sahel, Upper Basin and East (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	80.00	80.00	80.00	100.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 2.4: Share of new teachers assigned to schools in the Sahel, Upper Basin and East regions on or before 25 September (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 2.5: Share of public primary schools having at least two visits per academic year by circuit supervisor (CCEB) in the Sahel, Upper Basin and East regions (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	25.00	25.00	25.00	80.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 2.6 : Share of written judgments handed down in the pilot jurisdictions in Ouagadougou, Tenkodogo, Dédougou and Bobo-Dioulasso regions for which the case management process is automated ( (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target



Value	0.00	0.00	0.00	80.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 2.7: Share of pilot jurisdictions in Ouagadougou, Tenkodogo, Dédougou and Bobo-Dioulasso regions that satisfy 80 percent of the defined criteria (TGI/Tadmin) (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	100.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 2.8: Share of 115 most frequently used laws and jurisprudence publicly accessible online (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	100.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 2.9: Share of 50 pilot local departmental (TD) and district courts (TA) in in the Ouagadougou, Tenkodogo, Dédougou and Bobo-Dioulasso regions that satisfy 80 percent of the defined criter (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	100.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 2.10: Share of 50 pilot local departmental (TD) and district courts (TA) in in the Ouagadougou, Tenkodogo, Dédougou and Bobo-Dioulasso regions that have the presidents, secretaries and a (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	100.00	100.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 2.11 : Uniform case tracking system established in the selected 50 local departmental and district courts (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
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Value	N	Y	Y	Y
Date	12-Oct-2015	15-Jun-2016	12-Dec-2016	30-Dec-2016

► IR Indicator 2.12: Share of female teachers hired each year (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	40.00	40.00	40.00	50.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 3.1: Rate of execution of the PSDMA Second Action Plan. (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	70.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019

► IR Indicator 3.2: Publication of annual performance reports in conformity with WAEMU Directive 7 (Yes/No, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N	N	N	Y
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	01-Jan-2018

► IR Indicator 3.3: Rate of execution of the risk-based audit of the ASCE in MENA, MFPTSS and MJPDHC (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	75.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	30-Sep-2019

► IR Indicator 3.4: Rate of execution of the internal ministerial technical inspectorates' recommendations in the MENA, MFPTSS and MJPDHC (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	20.00	20.00	20.00	80.00



Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	31-Dec-2019
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► IR Indicator 3.5: Grievances responded by the Ombudsman in compliance with the Operational Manual of the Program (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	30-May-2019

► IR Indicator 3.6: Direct project beneficiaries (of which female) (Number, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	138,000.00	138,000.00	138,000.00	180,000.00
Date	12-Oct-2015	15-Jun-2016	30-Sep-2016	11-Jun-2019

Overall Comments