



## Burkina Faso Public Sector Modernization Program (P132216)

AFRICA | Burkina Faso | Governance Global Practice |  
IBRD/IDA | Program-for-Results | FY 2016 | Seq No: 2 | ARCHIVED on 22-Jun-2016 | ISR23614 |

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


### Implementation Status and Key Decisions

The Program was declared effective on February 1, 2016.



## 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	6.82	33.20	 17%

### 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	--

## 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	--	15-Jun-2016

#### Comments

The improvements on the SIGASPE has been completed and the verification request has been sent to 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	50.00
Date	12-Oct-2015	--	15-Jun-2016

Comments

As of June 2016 out of 899 files on hiring (engagement/integration) 569 of them were completed in less than 28 days. For promotion (reclassement) out of 586 files 308 of them were completed in less than 28 days.

► 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	0.00
Date	12-Oct-2015	--	15-Jun-2016

Comments

Achievement towards the DLI target is progressing very well; the recruitment for the teacher training institutes has started and it is expected to be completed before 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	324000.00
Date	12-Oct-2015	--	15-Jun-2016

Comments

The target is for the end of 2016; progress has been made.

► 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	--	15-Jun-2016
------	-------------	----	-------------

**Comments**

A new and improved monitoring system for teacher time on task has been established in the three regions the program covers. A verification request has been sent to ACSE.

► 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	--	15-Jun-2016

**Comments**

The monitoring system has been established.

► 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	--	15-Jun-2016

**Comments**

A new and improved monitoring system for case management system has been established in the selected departmental and district courts. A verification request has been sent to ACSE.

► 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	29.00
Date	12-Oct-2015	--	15-Jun-2016

**Comments**

The target will be achieved at the end of 2016.

► 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	0.00
Date	12-Oct-2015	--	15-Jun-2016

## Comments

The monitoring mechanism has been established.

## 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	4.60	50.00	50.00
Date	12-Oct-2015	12-Oct-2015	15-Jun-2016	31-Dec-2019

► 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	298000.00	298000.00	298000.00	400000.00
Date	12-Oct-2015	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-2016	31-Dec-2019

► 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	29.00	60.00
Date	12-Oct-2015	12-Oct-2015	15-Jun-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	0.00	70.00
Date	12-Oct-2015	12-Oct-2015	15-Jun-2016	31-Dec-2019

#### Overall Comments

There has been a good progress in achievement the Program Development objectives overall. The first three DLIs have been achieved in a record three month period. These DLIs have established critical measurement systems in measuring achievements in the following years.

#### 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	N	Y	Y
Date	12-Oct-2015	12-Oct-2015	15-Jun-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	0.00	75.00
Date	12-Oct-2015	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-2016	31-Dec-2019

► 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
--	----------	-------------------	------------------	------------



Value	0.00	0.00	0.00	75.00
Date	12-Oct-2015	12-Oct-2015	15-Jun-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	0.00	100.00
Date	12-Oct-2015	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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
Value	0.00	0.00	0.00	100.00





Date	12-Oct-2015	12-Oct-2015	15-Jun-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	N	Y	Y
Date	12-Oct-2015	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	0.00	100.00
Date	12-Oct-2015	12-Oct-2015	15-Jun-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
Value	N	N	Y	Y
Date	12-Oct-2015	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-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	12-Oct-2015	15-Jun-2016	31-Dec-2019



► 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	12-Oct-2015	15-Jun-2016	30-May-2019

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

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	138000.00	138000.00	138000.00	180000.00
Date	12-Oct-2015	12-Oct-2015	15-Jun-2016	11-Jun-2019

Overall Comments