



Guinea-Bissau Public Sector Strengthening Project II (P176383)

WESTERN AND CENTRAL AFRICA | Guinea-Bissau | Governance Global Practice |
IBRD/IDA | Investment Project Financing | FY 2023 | Seq No: 2 | ARCHIVED on 15-Nov-2023 | ISR56357 |

Implementing Agencies: Ministry of Economy, Planning and Regional Integration, The Republic of Guinea-Bissau

Key Dates

Key Project Dates

Bank Approval Date: 08-Dec-2022

Effectiveness Date: 27-Apr-2023

Planned Mid Term Review Date: 30-Apr-2026

Actual Mid-Term Review Date:

Original Closing Date: 30-Apr-2028

Revised Closing Date: 30-Apr-2028

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

To Improve Oversight of Fiscal and Human Resources as well as Enhance the Skills of Public Sector Officials in Guinea-Bissau.

Has the Project Development Objective been changed since Board Approval of the Project Objective?

No

Components Table

Name

Strengthening Oversight and Management of Fiscal Resources:(Cost \$4.00 M)

Strengthening Human Resource Performance Management Systems and Practices:(Cost \$11.00 M)

Strengthening Capacities for Core Government Functions:(Cost \$5.00 M)

Overall Ratings

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Moderately Satisfactory
Overall Implementation Progress (IP)	<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Moderately Satisfactory
Overall Risk Rating	<input type="checkbox"/> Substantial	<input type="checkbox"/> Substantial

Implementation Status and Key Decisions

The International Development Association (IDA) Board approved the Guinea-Bissau Public Sector Strengthening Project II on December 8, 2022, the Financing Agreement was signed on February 6, 2023, and effectiveness conditions were met on April 27, 2023. The overall Project Development Objective (PDO) is to improve oversight of fiscal and human resources as well as enhance the skills of public sector officials in Guinea-Bissau. To achieve this objective, the project is structured around three components: (i) strengthening oversight and management of fiscal resources; (ii) strengthening human resource performance management systems and practices; and (iii) strengthening capacities for core government functions. Since effectiveness, the most recent implementation support mission (September 10-15, 2023) noted the progress related to: (i) the finalization of the recruitment of key personnel, including the project coordinator, the Administrative and Financial Officer, as well as the procurement specialist, who have since taken up their duties; as well as (ii) the availability of the premises to house the project implementation unit. However, no progress has been recorded with respect to the PDO or Intermediate Results indicators given that a number of activities have yet to commence.



Risks

Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	High	High	High
Macroeconomic	Substantial	Substantial	Substantial
Sector Strategies and Policies	Moderate	Moderate	Moderate
Technical Design of Project or Program	Substantial	Substantial	Substantial
Institutional Capacity for Implementation and Sustainability	Substantial	Substantial	Substantial
Fiduciary	Substantial	Substantial	Substantial
Environment and Social	Low	Low	Low
Stakeholders	Substantial	Substantial	Substantial
Other	High	High	High
Overall	Substantial	Substantial	Substantial

Results

PDO Indicators by Objectives / Outcomes

Strengthening Oversight and Management of Fiscal Resources				
► Public expenditures made through the Treasury Single Account, including payment of civil servant salaries (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
Comments:	This indicator will measure the efficacy of the TSA as a function of its ability to execute an increasing share of public expenditures, including public sector salaries.			
► Online publication of consolidated TSA revenue reports validated by the Treasury Committee (Text, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	Not Completed	Not completed	Not completed	Quarterly
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027



Comments: This indicator will measure the fiscal transparency resulting from improved treasury and cash management practices, which will allow for the production and publication of revenue reports.

Strengthening Human Resource Performance Management Systems and Practices

► Ratio of active employees and retirees contained in HRMIS database to those receiving salaries and pensions (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	95.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027

Comments: This indicator will measure the efficacy of the HRMIS through its ability to capture biometrically verified HR data on civil servants and and retirees who are currently recipients of public salaries and pension benefits.

☐ Of which are women (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	25.00

► Teacher data captured in HRMIS in line with the data requirements of the Teacher Career Law (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	90.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027

Comments: This indicator measure the coverage and quality of information collected on school teacher and MEN staff in the HRMIS. The teacher Career Law specifies a number of relevant data categories, including among others: (i) place of deployment; (ii) years of service; (iii) degree and/or training. N.B. Performance metrics will be excluded.

☐ Of which are women (Percentage, Custom Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	25.00

Intermediate Results Indicators by Components

Strengthening Oversight and Management of Fiscal Resources

► Non-tax revenue reintegrated into the TSA compared to the total amount of non-tax revenue (Percentage, Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027



Comments:	This indicator will measure the efficacy of the TSA as a function of coverage of the the accounts of the public administration, not including project accounts and public enterprises.			
► Reduction of public accounts managed outside the TSA (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	813.00	813.00	813.00	100.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
Comments:	This indicator will measure the reduction of public accounts held in commercial banks, which will be subsequently held in the TSA			
► Achievement of TSA Roadmap yearly milestones (Text, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	N/A	N/A	N/A	50% of accounts of public enterprises managed within the TSA
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
Comments:	This indicator will measure the rollout of the TSA on the basis of the milestones included in the IMF 3 year road map.			

Strengthening Human Resource Performance Management Systems and Practices				
► Public sector active staff and pensioners with full biographic data included in the HRMIS (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	31,000.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
Comments:	This indicator provides a quantification of the number of civil servants who have had their HR data updated with biometric data collected as part of the civil servant census.			
□ Of which are women (Percentage, Custom Supplement)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	25.00
► HRMIS modules developed and fully functional (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	6.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
Comments:	This indicator measures the roll out of the HRMIS through the number of individual modules that have been developed and operationalized. While it will depend on the system acquired and needs of the government, for the first phase of support the project envisions 6 foundational HR modules.			



► Share of grievances resolved for payroll and pension-related complaints (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	90.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
Comments:	This indicator measures the development and operationalization of the GRM specified under the project.			
► Annual Tracking Survey for Teachers Regarding the Implementation of Teacher Career Law, including Annual Report on Remedial Actions Taken (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	No	No	Yes
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
Comments:	This indicator measures teacher satisfaction with the implementation of the Teacher Career law and presents and allows teachers to provide direct feedback, including instances of underpayment, inaccuracies in attendance reporting, and workplace harassment, among other areas. It also tracks the responsiveness of the government, including requiring an annual report on remedial actions taken.			
► Regional Directorates of Education (DREs) implementing feedback surveys among School Councils and producing annual reports on remedial actions taken (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	80.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
Comments:	This indicator measures the implementation at the regional level of satisfaction surveys for School Councils, representing citizens and Civil Society Organizations (CSOs), on school performance. It also tracks the responsiveness of the government, including requiring an annual report on remedial actions taken.			

Strengthening Capacities for Coordination and Core Government Functions				
► Annual Number of public servants in selected ministries trained and accredited/certified each year in financial management, procurement, M&E, and environmental and social management (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	160.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
Comments:	This indicator measures the annual number of civil servant beneficiaries of training and accreditation/certification in financial management, procurement, monitoring and evaluation, and environmental and social management.			
□ Financial Management (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00



Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
<input type="checkbox"/> Procurement (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	50.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
<input type="checkbox"/> Monitoring and Evaluation (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	30.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
<input type="checkbox"/> Environmental & Social Management (Number, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	30.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
<input checked="" type="checkbox"/> Cumulative number female public servants receiving certification/accreditation in procurement, FM, M&E, and E/S oversight. (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	0.00	0.00	100.00
Date	31-Dec-2022	24-Feb-2023	31-Oct-2023	31-Dec-2027
Comments:	This indicator measures the cumulative number of female civil servants receiving training and accreditation/certification in financial management, procurement, monitoring and evaluation, and environmental and social management.			

Performance-Based Conditions

Data on Financial Performance

Disbursements (by loan)

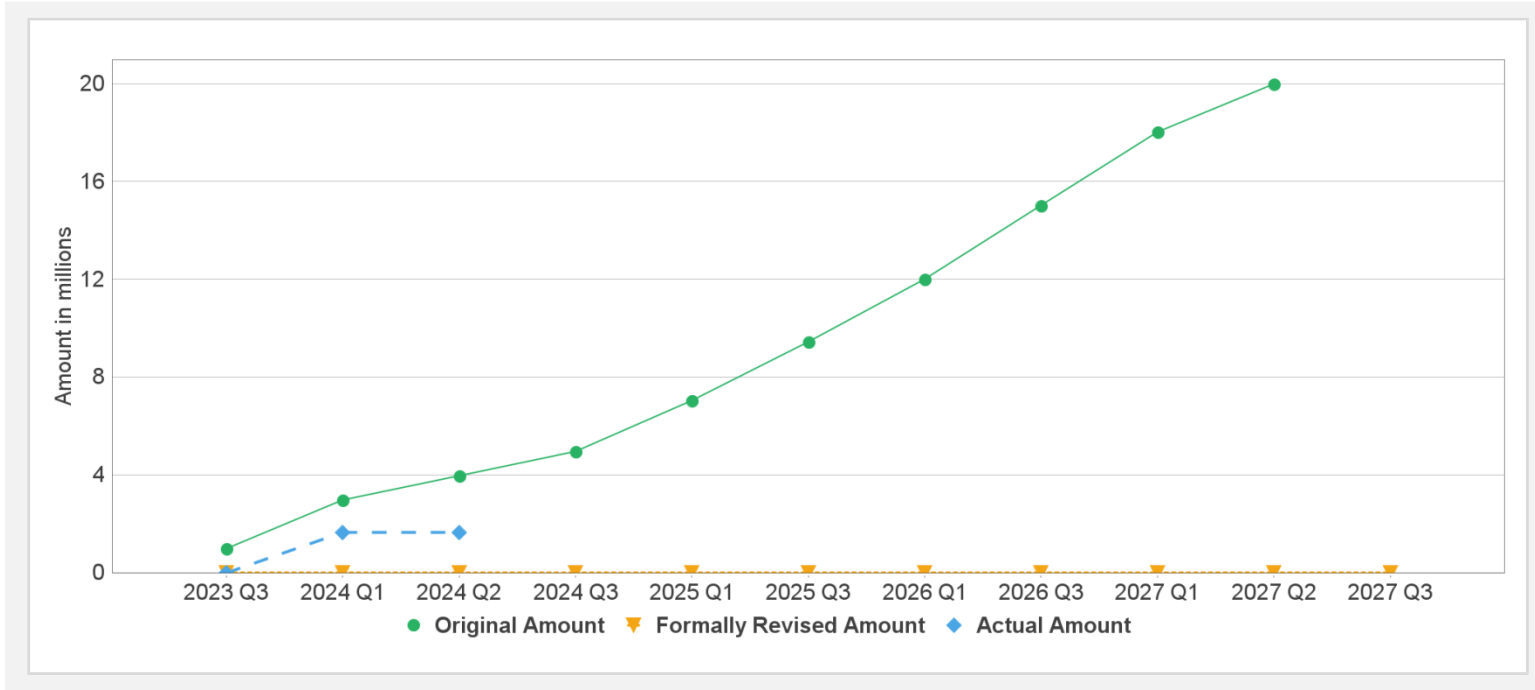
Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P176383	IDA-E1310	Effective	USD	20.00	20.00	0.00	1.63	19.03	7.9%

Key Dates (by loan)



Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P176383	IDA-E1310	Effective	08-Dec-2022	13-Feb-2023	27-Apr-2023	30-Apr-2028	30-Apr-2028

Cumulative Disbursements



Restructuring History

There has been no restructuring to date.

Related Project(s)

There are no related projects.