

Dr. Kazim Niaz
Secretary
Ministry of Economic Affairs
Government of Pakistan
Islamabad

Dear Dr. Niaz:

***Re: Islamic Republic of Pakistan: Higher Education Development in Pakistan
(Credit No. 6438-PK)
Amendments to the Financing Agreement***

We refer to the Financing Agreement dated June 17, 2019, between the Islamic Republic of Pakistan (“Recipient”) and the International Development Association (“World Bank”), as amended (“Financing Agreement”), for the above-mentioned Project (“Project”). We also refer to your letters dated January 31, 2024, and February 21, 2024, requesting to restructure the Project.

We are pleased to inform you that the World Bank agrees to your request and consequently, proposes to amend the Financing Agreement as set forth below:

1. Section III.B.3. of Schedule 2 to the Financing Agreement is amended to read as follows:

“3. The Closing Date is June 30, 2025.”

2. The withdrawal table under Section III.A of Schedule 2 to the Financing Agreement is amended and attached as Annex-1 to this Amendment Letter.

3. The Performance Based Conditions (PBCs) and Allocated Amounts table under Schedule 4 to the Financing Agreement is amended and attached as Annex-2 to this Amendment Letter.

4. Pursuant to Section II (Project Monitoring, Reporting and Evaluation) of Schedule 2 to the Financing Agreement, the Results Framework is revised and attached as Annex-3 to this Amendment Letter.

Except as specifically amended in this Amendment Letter, all other terms and conditions of the Financing Agreement shall remain in full force and effect.

The World Bank will disclose this Amendment Letter and related information on this Financing Agreement in accordance with the World Bank’s Policy on Access to Information. By entering into this Amendment Letter, the Recipient consents to disclosure of this Amendment Letter and related information.

Please confirm your agreement to the foregoing on behalf of the Recipient by countersigning and dating the form of confirmation set forth below. Upon receipt by the World Bank of the countersigned original of this Amendment Letter, this Amendment Letter shall become effective as of the date of the countersignature of this Amendment Letter, except PBC 5 Year 3 (iii) target of Annex 2 to this Amendment Letter, which would become effective as of June 15, 2021.

Yours sincerely,
INTERNATIONAL DEVELOPMENT ASSOCIATION

Najy Benhassine
Najy Benhassine
Country Director, Pakistan

CONFIRMED AND AGREED:
ISLAMIC REPUBLIC OF PAKISTAN

Kazim Niaz

By: _____

Authorized Representative

Kazim Niaz

Name: _____

Title: Secretary Ministry of Economic Affairs

Date: 01-Apr-2024

Cc:

Government of Pakistan:

Mr. Imdad Ullah Bosal, Secretary, Ministry of Finance and Revenue

Mr. Awais Manzoor Sumra, Secretary, Ministry of Planning, Development and Special Initiatives

Mr. Adil Akbar Khan, Senior Joint Secretary, Ministry of Economic Affairs

Mr. Azam Khan, Deputy Secretary, Ministry of Economic Affairs

Ministry of Federal Education

Dr. Mukhtar Ahmed, Chairman, Higher Education Commission

Dr. Ziaul Qayyum, Executive Director, Higher Education Commission

Dr. Muhammad Butt, Project Coordinator

The World Bank:

Mr. Syed Tauqir Hussain Shah, Executive Director, Pakistan

Mr. Abdelhak Bedjaoui, Alternate Executive Director, Pakistan

Annex-1

| Category | Amount of the Financing Allocated (expressed in SDR) | Percentage of Expenditures to be Financed (inclusive of Taxes) |
|---|---|---|
| (1) Eligible Expenditures Program under Components 1, 2, 4 and 6 of the Project | 38,490,339 | 100% |
| (2) Eligible Expenditures Program under Components 1, 2, 4 and 6 of the Project | 191,723,261 | 100% |
| (3) Goods, works, consulting services, non-consulting services, Training, and Incremental Operating Costs under Components 3 and 5 of the Project | 58,486,400 | 100% |
| TOTAL AMOUNT | 288,700,000 | |

SCHEDULE 4**PBCs and Allocated Amounts**

| | PBCs | | | | | |
|---|--|--|--|--|--|---|
| | PBCs EXPECTED TO BE ACHIEVED BY YEAR 1 | PBCs EXPECTED TO BE ACHIEVED IN YEAR 2 | PBCs EXPECTED TO BE ACHIEVED IN YEAR 3 | PBCs EXPECTED TO BE ACHIEVED IN YEAR 4 | PBCs EXPECTED TO BE ACHIEVED IN YEAR 5 | PBCs EXPECTED TO BE ACHIEVED IN YEAR 6 |
| 1. Number of Competitive Research Grants and Innovation Seed Fund Grants awarded | HEC has developed and adopted an Operations Manual for the Project which includes the grant funding mechanism for the Competitive Research Grants and ISF Grants.* | (i) HEC has selected and awarded 10 Rapid Research Grants related to COVID-19*; (ii) HEC has awarded 5 GCF Grants, 12 LCF-Element-1 Grants, 3 LCF-Element-2 grants and 17 TTSF Grants*; and (iii) HEC has designed and implemented a capacity building program for GCF, | (i) HEC has awarded additional 14 GCF, 8 LCF-Element-1, 6 LCF-Element-2, 8 TTSF and 5 CoE Grants, over and above those awarded in Year 2*; (ii) HEC has awarded 15 ISF Grants over and above those awarded in Year 2*; (iii) HEC has | (i) HEC has awarded an additional 15 ISF grants over and above those awarded in year 3;** (ii) HEC has implemented and expanded a capacity building program for ISF grants supporting the business incubator cells, as well as for grants management and implementation** | (i) HEC has awarded an additional 15 ISF grants over and above those awarded in year 4;** (ii) HEC has implemented a capacity building program for grants management and implementation**; and (iii) HEC has awarded 10 RTTG**. | (i) HEC has updated and maintained the data depositing scheme for microdata and SDG-related data involving ORICs at the university level**. |

| | | | | | | |
|--------------------------|-------------|--|---|---|---|-----------------|
| | | LCF-Element-1, LCF-Element-2, and TTSF Grants, including tailored support for female principal investigators*. | continued to implement a capacity building program for GCF, LCF-Element-1, LCF-Element-2, TTSF and ISF Grants, including tailored support for female principal investigators*; (iv) HEC has designed and rolled out a capacity building program for ISF Grants supporting the business incubator centers as well as for grants management and implementation*; and (v) HEC has created a data depositing scheme for microdata and SDG-related data involving ORICs at the university level*. | | | |
| Allocated Amounts | \$1,000,000 | (i) \$1,200,000; | (i) \$24,212,000 for a total of 41 additional grants, including: 14 | (i) \$1,800,000 for a total of 15 additional ISF Grants (\$ | (i) \$1,800,000 for a total of 15 additional ISF Grants (\$ | (i) \$2,000,000 |

| | | | | | | |
|--|--|---|--|---|--|--|
| | | <p>(ii) \$11,903,000 upon achieving a total of 37 grants, including: 5 GCF Grants (\$ 860,000 for each grant), 12 LCF-Element-1 Grants (US\$260,000 for each grant), 3 LCF-Element-2 Grants (\$650,000 for each grant) and 17 TTSTF Grants (\$ 149,000 for each grant); and (iii) \$ 2,000,000.</p> | <p>GCF Grants (\$860,000 for each grant), 8 LCF-Element-1 Grants (\$260,000 for each grant), 6 LCF-Element-2 Grants (\$650,000 for each grant), 8 TTSTF (\$ 149,000 for each grant) and 5 CoE Grants (US\$1,000,000 for each grant); (ii) \$1,800,000 for a total 15 ISF Grants (\$120,000 for each grant); (iii) \$ 1,000,000; (iv) \$ 1,000,000; and (v) \$ 2,000,000.</p> | <p>120,000 for each grant); and (ii) \$ 2,000,000;</p> | <p>120,000 for each grant); (ii) \$1,810,000; and (iii) \$1,800,000 (\$180,000 for each RTT Grant)</p> | |
| <p>2. Outcomes achieved under the Competitive Research Grants awarded under the Project</p> | | <p>(i) (a) Adoption of system for outcome tracking and management of grants, including guidelines for results; (b) research grants management system has been used to manage research grants application,</p> | <p>(i) 32 Competitive Research Grants awarded in Year 2 have achieved 30 percent of their outcome targets**; (ii) Rapid Research Grants awarded have achieved 80 percent of the agreed outcomes**;</p> | <p>(i) 32 Competitive Research Grants awarded in Year 2 have achieved 60 percent of their outcome targets**; (ii) 28 Competitive Research Grants awarded in Year 3 have achieved 30</p> | <p>(i) 32 Competitive Research Grants awarded in Year 2 have achieved 80 percent of their outcome targets **; (ii) 28 Competitive Research Grants awarded in Year 3 have achieved 60</p> | |

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| | | <p>award and outcomes tracking**;</p> <p>(ii) Rapid Research Grants awarded have partially achieved the agreed outcomes**;</p> <p>and</p> <p>(iii) HEC has disseminated key research outcomes to the academic community**.</p> | <p>(iii) Research Grants Management System is being used to manage research grants application, award and outcomes tracking**;</p> <p>(iv) HEC has disseminated key research outcomes to the academic community**.</p> | <p>percent of their outcome targets**;</p> <p>(iii) Research Grants Management System is being used to manage research grants application, award and outcomes tracking**;</p> <p>and</p> <p>(iv) HEC has disseminated key research outcomes to the academic community**.</p> | <p>percent of their outcome targets**;</p> <p>(iii) Research Grants Management System is being used to manage research grants application, award and outcomes tracking**;</p> <p>and</p> <p>(iv) HEC has disseminated key research outcomes to the academic community**;</p> <p>and</p> <p>(v) 10 RTTG awarded in Year 5 have achieved 50 percent of their outcome targets **.</p> | |
| <p>Allocated Amounts</p> | | <p>(i) \$2,000,000</p> <p>(ii) \$2,800,000 (\$280,000 per rapid research grant achieving 50 percent of their outcome targets to a maximum of \$2,800,000)</p> <p>(iii) \$1,000,000</p> | <p>(i)\$7,800,000 (\$400,000 per GCF for 4 GCF, US\$250,000 per LCF for 12 LCF, US\$200,000 per TTSF for 16 TTSF Grants reaching 30 percent of their outcome targets)</p> <p>(ii)\$1,900,000</p> | <p>(i)\$4,500,000 (\$275,000 per each GCF for 4 GCF, \$150,000 per each LCF for 12 LCF, \$100,000 per each TTSF for 16 TTSF Grant awarded in year 2 achieving 60 percent of their</p> | <p>(i)\$4,800,000 (\$250,000 per GCF for 4 GCF, \$150,000 per LCF for 12 LCF, \$125,000 per TTSF for 16 TTSF Grants achieving 80 percent of their outcome targets)</p> <p>(ii)\$4,800,000</p> | |

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|---|-------------------------------|---|--|--|---|--|
| | | | (\$190,000 per RRG for 10 grants reaching 80 percent of their outcome targets) (iii)\$1,000,000 (iv) \$1,000,000 | outcome targets) (ii)\$ 7,800,000 (\$400,000 per each GCF for 8 GCF, \$250,000 per each LCF for 12, \$200,000 per TTSTF for 8 TTSTF Grants awarded in year 3 achieving 30 percent of their outcome targets) (iii)\$1,000,000 (iv)\$1,000,000 | (\$275,000 per GCF for 8 GCF, \$150,000 per LCF for 12 LCF grants, \$100,000 per TTSTF for 8 TTSTF Grants achieving 60 percent of their outcome targets) (iii)\$1,000,000 (iv)\$1,000,000 (v) 2,095,000 (\$209,500 per RTTG achieving 50 percent of their outcome targets) | |
| 3. Number of functional QECACs in Affiliating Universities (AU). | 3 AUs have functional QECAC** | (i) An additional 3 AUs over and above those counted for Year 1 have functional QECAC**; and (ii) HEC has conducted a needs assessment and strategy for reorganization of university-level QECs in which | (i) An additional 11 AUs over and above those counted for Year 1 and 2 have functional QECAC**; and (ii) Pilot has been conducted in which 5 universities have implemented the reorganization of QECs*. | (i) An additional 12 AUs over and above those counted for Year 1, 2 and 3 have functional QECAC**; and (ii) 20 universities have implemented the reorganization of QECs**. | (i) An additional 12 AU's over and above those counted for Year 1,2, 3 and 4 have functional QECAC**; and (ii) 20 additional universities over and above those implementing the reorganization of QECs in year 4 have implemented the | |

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| | | QECACs are embedded*. | | | reorganization of QECs**. | |
| Allocated Amounts | \$3,000,000 (\$1,000,000 for each functional QECAC) | (i)\$1,500,000 (\$500,000 for each functional QECAC) (ii)\$1,600,000 | (i)\$5,500,000 (\$500,000 for each functional QECAC) (ii) \$1,000,000 | (i)\$4,200,000 (\$350,000 for each functional QECAC) (ii)\$2,000,000 | (i)\$4,200,000 (\$350,000 for each functional QECAC) (ii)\$2,000,000 | |
| 4. Improvement of undergraduate education – AD programs | | (i) HEC has launched a sector-wide consultation of undergraduate programs and has adopted an undergraduate education policy*; and (ii) HEC has adopted a framework for the Associate Degrees (AD) based on the needs and in accordance with international best practices*. | (i) HEC has adopted detailed implementation guides for the implementation and training of the AD programs*; and (ii) 70 Affiliated Colleges have enrolled the first cohort of students in the undergraduate programs developed in Year 2 **. | Additional 70 Affiliated Colleges, over and above those considered for Year 3 target, have enrolled the first cohort of students in the newly developed undergraduate programs**. | Additional 70 Affiliated Colleges, over and above those considered for Year 3 and 4 targets, have enrolled the first cohort of students in at least one of the Associate Degree programs.** | |
| Amounts Allocated | | (i)\$3,000,000 (ii)\$3,000,000 | (i)\$3,150,000 (ii)\$2,450,000 (\$35,000 for each Affiliated College that has enrolled the first cohort of | \$2,450,000 (\$35,000 for each Affiliated College that has enrolled the first cohort of students in the new | \$2,450,000 (\$35,000 for each Affiliated College that has enrolled the first cohort of students in the new | |

| | | | students in the newly rolled out Associate Degree program) | Associate Degree program) | Associate Degree program) | |
|--|--|--|---|---|--|--|
| 5. Implementation of 4-year Bachelor Programs | | <p>(i) HEC has adopted a framework for the four-year BS Degree based on the needs and in accordance with international best practices*;</p> <p>(ii) HEC has adopted detailed implementation guides for the implementation and training of the BS programs*;</p> <p>(iii) HEC has developed a career and internship framework to be implemented by universities and Affiliated Colleges*.</p> | <p>(i) 40 Affiliated Colleges, have enrolled the first cohort of students in a 4-year Bachelor Program**;</p> <p>(ii) HEC has carried out a gap analysis of internship, career and placement offices to determine the support required by higher education institutions*;</p> <p>(iii) 9 Affiliating Universities or Affiliated Colleges implement the career and internship framework**.</p> | <p>(i) Additional 36 Affiliated Colleges, over and above those considered for Year 3, have enrolled the first cohort of students in a 4-year Bachelor Program **;</p> <p>(ii) 10 Affiliating Universities or Affiliated Colleges implement the career and internship framework.**</p> | <p>(i) Additional 19 Affiliated Colleges, over and above those considered for Years 3 and 4 targets, have enrolled the first cohort of students in a 4-year Bachelor Program **;</p> <p>(ii) 10 Affiliating Universities or Affiliated Colleges implement the career and internship framework.**</p> | |
| Allocated Amounts | | <p>(i)\$3,500,000</p> <p>(ii)\$3,500,000</p> <p>(iii) \$2,000,000</p> | <p>(i)\$2,800,000 (\$70,000 for each Affiliated College enrolling the first cohort of students)</p> <p>(ii)\$1,000,000</p> | <p>(i)\$2,520,000 (\$70,000 for each Affiliated College enrolling the first cohort of students)</p> <p>(ii)\$1,500,000</p> | <p>(i)\$1,330,000 (\$70,000 for each Affiliated College enrolling the first cohort of students)</p> <p>(ii)\$1,500,000</p> | |

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| | | | (iii)\$1,350,000 (\$150,000 per Affiliating Universities or Affiliated College implementing the guidelines) | (\$150,000 per Affiliating Universities or Affiliated College implementing the guidelines) | (\$150,000 per Affiliating Universities or Affiliated College implementing the guidelines) | |
| 6. Establishment of Regional NAHE Centers | | (i) HEC adopts a Framework for Establishment of Regional NAHE Centers at Provincial Head Quarters **; and (ii) HEC through NAHE has developed a program based on consultations for a system of capacity building and leadership training for female HEC and university managerial and mid-level administrative staff **. | (i)HEC has established a regional center of the National Academy for Higher Education in at least two provinces, based on consultations with key stakeholders*; (ii) HEC and the regional NAHE center have conducted a study of the professional needs of university faculty in the two provinces *; (iii) Regional NAHE and PERU together develop a training curriculum targeting the needs of the provincial Affiliated Colleges in line with the new | (i) Establishment of NAHE regional center in all provinces **; (ii) HEC and the regional NAHE center have conducted a study of the professional needs of university faculty in at least two further provinces **; and (iii) HEC through NAHE conducts regular capacity building and leadership training for female HEC and university managerial and mid-level administrative staff.** | Regional NAHE centers have organized outreach events in all four provinces.** | |

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| | | | undergraduate policy**; and (iv)HEC through NAHE has established a system of capacity building and leadership training for female HEC and university managerial and mid-level administrative staff **. | | | |
| Allocated Amounts | | (i) \$2,000,000 (ii) \$1,500,000 | (i) \$ 2,000,000 (ii) \$ 1,000,000 (\$ 500,000 for one province study) (iii) \$2,000,000 (iv) \$1,480,000 | (i) \$2,000,000 (\$1,000,000 for each NAHE Regional/Provincial center) (ii) \$1,000,000 (\$ 500,000 for each study conducted) (iii) \$1,000,000 | \$1,000,000 (\$ 250,000 for each outreach event in the provinces) | |
| 7. Proportion of faculty and staff trained. | | HEC adopts a strategy for training of faculty and staff of public Affiliated Colleges implementing the two-year Associate Degree programs and | NAHE has trained 20% of faculty and staff of public Affiliated Colleges implementing new Associate Degree Programs and revised | An additional 30% of faculty and staff of public Affiliated Colleges implementing new Associated Degrees and revised 4-year Bachelor Programs, | An additional 30% of faculty and staff of public Affiliated Colleges implementing new Associate Degree Programs and revised 4-year Bachelor | |

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|---|---|---|--|---|--|--|
| | | revised 4-year Bachelor Programs, based on consultation of key stakeholders**. | 4-year Bachelor Programs*. | over and above the cumulative 20% required under Year 3 targets have been trained**. | Programs, over and above the cumulative 50% required under Years 3 and 4 targets, have been trained**. | |
| Amounts Allocated | | \$500,000 | \$ 2,800,000 (\$140,000 for each percentage point of staff) | \$ 4,200,000 (\$140,000 for each percentage point of staff) | \$ 4,200,000 (\$140,000 for each percentage point of staff) | |
| 8. Expansion of Pakistan Education Research Network (“PERN”) | (i) 75 additional HEIs, over and above those considered as baseline, have been connected to PERN **; and (ii) 15 additional HEIs, over and above those considered as baseline, offer campus-wide Eduroam **. | (i) 90 additional HEIs, over and above those considered as baseline plus those required in Year 1, have been connected to PERN **; and (ii) 15 additional HEIs, over and above those considered as baseline plus those required in Year 1, offer campus-wide Eduroam **. | (i) 75 additional HEIs, over and above those considered as baseline plus those required in Years 1 and 2, have been connected to PERN **; and (ii) 20 additional HEIs, over and above those considered as baseline plus those required in Years 1 and 2, offer campus-wide Eduroam**. | (i) 60 additional HEIs, over and above those considered as baseline plus those required in Years 1, 2 and 3, have been connected to PERN.** | | |
| Allocated Amounts | (i) \$ 10,500,000 (\$140,000 for each additional HEI connected to PERN) (ii) 1,350,000 (\$90,000 for each additional HEI | (i) \$ 12,600,000 (\$140,000 for each additional HEI connected to PERN) (ii) 1,350,000 (\$90,000 for each additional HEI | (i) \$ 10,500,000 (\$140,000 for each additional HEI connected to PERN) (ii) 1,800,000 (\$90,000 for each additional HEI | \$ 8,400,000 (\$140,000 per additional HEI connected to PERN up to \$8,400,000) | | |

| | offering campus-wide Eduroam) | offering campus-wide Eduroam) | offering campus-wide Eduroam) | | | |
|---|---|--|--|--|--|--|
| 9. Universities digitizing their administration | (i) HEC has established a central Data Repository*. | A pilot of 10 universities have directly fed data into HEC’s Data Repository using a web-based reporting system*. | HEC has produced and published an annual report using the information derived from its Data Repository*. | HEC has published a second annual report and a strategic plan, leveraging data from its Data Repository*. | HEC has published a third annual report using information derived from its Data Repository*. | |
| Allocated Amounts | \$ 7,000,000 | \$ 7,000,000 | \$ 7,000,000 | \$ 7,000,000 | \$ 7,000,000 | |
| 10. Use of the Special Funds for Improving Universities' Financial Autonomy and improving governance using the latest technology | | (i) HEC adopts an emergency response (SOPs) and funds transfers policy guidelines*; (ii) HEC organizes fundraising framework and a capacity building strategy for university revenue generation and financial management, based on consultations with the university sector *; and (iii) HEC transfers emergency funds to universities*. | (i) HEC develops and adopts a framework for financial autonomy and financial management at universities*; (ii) HEC transfers funds to universities that have participated in the new framework*; and (iii) HEC implements a capacity building program for universities on financial management and fundraising*. | (i) HEC transfers funds to universities that have participated in the new framework**; and (ii) HEC implements a capacity building program for universities on financial management and fundraising**. | (i) HEC transfers funds to universities that have participated in the new framework**; and (ii) HEC implements a capacity building program for universities on financial management and fundraising**. | |

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| <p>Allocated Amounts</p> | | <p>(i) \$2,500,000 (ii) \$2,500,000 (iii) \$5,000,000 (\$100,000 for each university under (iii) that received funds under this scheme)</p> | <p>(i) \$3,000,000 (ii) \$5,000,000 (\$100,000 for each university under (ii) that received funds under this scheme) (iii) \$1,500,000</p> | <p>(i) \$7,500,000 (\$100,000 for each university under (i) that received funds under this scheme) (ii) \$1,500,000</p> | <p>(i) \$7,500,000 (\$100,000 for each university under (i) that received funds under this scheme) (ii) \$1,500,000</p> | |
| <p>11. Quality of remote learning</p> | | <p>(i) HEC adopts a quality assurance framework for remote learning, including a student feedback mechanism for all online learning, which is included in the Open and Distance Learning Policy*; and (ii) HEC assigns a division within its organizational structure with monitoring and support of remote learning efforts, which includes capacity building for HEC staff working on remote learning as well as technical support to universities to</p> | | | <p>(i) HEC implements framework for quality assurance of remote learning, including a student feedback mechanism for all online learning, as part of the Open and Distance Learning Policy **.</p> | <p>(i) HEC has implemented the framework for quality assurance of remote learning, as part of the Open and Distance Learning Policy, and collected feedback through stakeholder consultations **.</p> |

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| | | strengthen the quality of remote learning*. | | | | |
| Allocated Amounts | | (i)\$ 2,000,000 (ii)\$2,000,000 | | | (i) \$2,000,000 | (i) \$2,000,000 |

*These PBCs are time-bound and shall be achieved during the Year in which they are expected to be achieved, or up to twelve (12) months later than the expected Year of achievement.

** These PBCs shall be achieved in the Year in which they are expected to be achieved, or up to the Closing Date.

Annex-3**Results framework**

COUNTRY: Pakistan

Higher Education Development in Pakistan

Project Development Objectives(s)

To support research excellence in strategic sectors of the economy, improve teaching and learning and strengthen governance, in the higher education sector.

Project Development Objective Indicators by Objectives/ Outcomes

| Indicator Name | PBC | Baseline | Intermediate Targets | | | | | End Target |
|--|-------|----------|----------------------|---|--|---|---|---|
| | | | 1 | 2 | 3 | 4 | 5 | |
| Support research excellence in strategic sectors of the economy | | | | | | | | |
| Number of faculty and students benefiting from competitive research grants and innovator seed funds (of which females) (Cumulative) (Text) | | NA | | All: 100; Females: 25 | All: 250.00; Females: 67 | All: 350.00; Females: 105 | All: 350.00; Females: 105 | All=1,030 ; Female=280 |
| Action: This indicator has been Revised | | | | | | | | |
| Outcomes achieved under the competitive research grants awarded under the project (Text) | PBC 2 | NA | -- | 10 Rapid Research Grants achieve at least 50 percent of their outcome targets | (i) 32 competitive research grants awarded in Year 2 have achieved 30 percent of their outcome targets | (i) 32 competitive research grants awarded in Year 2 have achieved 60 percent of their outcome targets(ii) 28 | (i) 32 competitive research grants awarded in Year 2 have achieved 80 percent of their outcome targets(ii) 28 | (i) 32 competitive research grants awarded in Year 2 have achieved 90 percent of their outcome targets; (ii) 28 competitive |

| Indicator Name | PBC | Baseline | Intermediate Targets | | | | | End Target |
|--|--------|--|--|--|--|---|---|---|
| | | | 1 | 2 | 3 | 4 | 5 | |
| | | | | | (ii) 10 Rapid Research Grants achieve at least 80 percent of their outcome targets | competitive research grants awarded in Year 3 have achieved 30 percent of their outcome targets | competitive research grants awarded in Year 3 have achieved 60 percent of their outcome targets | research grants awarded in Year 3 have achieved 80 percent of their outcome targets |
| Action: This indicator has been Revised | | | | | | | | |
| Improve teaching and learning | | | | | | | | |
| Number of functional QECAC in AUs (Text) | PBC 3 | NA | 3 AU's have functional QECAC | An additional 3 AU's over and above Year 1 have functional QECAC | An additional 11 AU's over and above Year 1 and 2 have functional QECAC | An additional 12 AU's over and above Year 1, 2 and 3 have functional QECAC | An additional 12 AU's over and above Year 1,2, 3 and 4 have functional QECAC | 10 self assessments completed by QECACs. |
| Action: This indicator has been Revised | | Rationale: The establishment of functional QECACs in AUs capture system level changes that impact quality of teaching and learning. | | | | | | |
| Strengthen governance (Action: This Objective has been Revised) | | | | | | | | |
| Number of universities that have enhanced autonomy (cumulative) (Text) | PBC 10 | -- | HEC has developed and adopted criteria for granting of enhanced autonomy | -- | - | - | 5.00 | 10.00 |
| Action: This indicator has been Revised | | | | | | | | |

Intermediate Results Indicators by Components

| Indicator Name | PBC | Baseline | Intermediate Targets | | | | | End Target |
|--|-------------|----------|---|---|--|---|---|---|
| | | | 1 | 2 | 3 | 4 | 5 | |
| Nurturing academic excellence in strategic sectors | | | | | | | | |
| Number of Competitive Research Grants and Innovator Seed Fund grants awarded (Text) | PBC 1, 1, 2 | NA | HEC has developed and adopted an Operations Manual for the Project which includes the grant funding mechanism for the Competitive Research Grants and ISF Grants. | (i) HEC has awarded 10 Rapid Research Grants related to COVID-19. (ii) HEC has awarded a total of 45 Competitive Research Grants (5 GCF Grants, 20 TTSF Grants and 20 LCF Grants) | (i) HEC has awarded additional 60 Competitive Research Grants, over and above those awarded in Year 2 (15 GCF Grants, 20 TTSF Grants and 5 CoE), (ii) HEC has awarded additional 15 ISF Grants. | HEC has awarded additional 15 ISF Grants, over and above those awarded in Years 3 | (i) HEC has an additional 15 ISF grants over and above those awarded in year 4 (ii) HEC has awarded an additional 10 RTTG | (i) HEC has an additional 15 ISF grants over and above those awarded in year 4 (ii) HEC has awarded an additional 10 RTTG |
| Action: This indicator has been Revised | | | | | | | | |
| Number of Competitive Research Grants and Innovator Seed Fund grants awarded to proposals with female principle investigators/ led by female recipients (Text) | | NA | NA | (i)At least 10 CRGs have female principle investigators | (i) At least 10 CRGs have female principle investigators over and above the target for year 2.(ii) At least 4 additional ISF grants over and above those awarded in year 2, are led by female recipients | At least 5 additional ISF, over and above year 3, are led by female recipients | At least 3 RTTG are led by female | At least 3 RTTG are led by female |
| Action: This indicator has been Revised | | | | | | | | |
| Number of ORiCS and BiCs performing satisfactorily (cumulative) (Text) | | N/A | Revised scorecard developed for measuring performance of ORiCS and BiCS | ORiCS: 20 BiCs: 3 | ORiCS: 30 BiCs:5 | ORiCS: 40 BiCs:8 | ORiCS: 50 ; BiCs: 10 | ORiCS: 50; BiCs: 10 |

| Indicator Name | PBC | Baseline | Intermediate Targets | | | | | End Target |
|--|----------|----------|---|--|--|--|--|--|
| | | | 1 | 2 | 3 | 4 | 5 | |
| Action: This indicator has been Revised | | | | | | | | |
| Support to decentralized higher education institutions for improved teaching and learning | | | | | | | | |
| Number of functional QECAC in AUs (Text) | PBC 3 | NA | 3 AU's have functional QECAC | An additional 3 AU's over and above Year 1 have functional QECAC | An additional 11 AU's over and above Year 1 and 2 have functional QECAC | An additional 12 AU's over and above Year 1, 2 and 3 have functional QECAC | | An additional 12 AU's over and above Year 1,2, 3 and 4 have functional QECAC |
| Action: This indicator has been Marked for Deletion | | | | | | | | |
| Development and implementation of AD programs (Text) | PBC 4, 4 | N/A | Need Assessment study for developing AD programs completed | HEC has adopted a framework for the Associate Degrees (AD) based on the needs and in accordance with international best practices | (i) HEC has adopted detailed implementation guides for the implementation and training of the AD programs. (ii) 70 Affiliated Colleges have enrolled the first cohort of students in the undergraduate programs developed in Year 2 | (i) Additional 70 Affiliated Colleges, over and above those considered for Year 3 target, have enrolled the first cohort of students in the newly developed undergraduate programs | (i) Additional 70 Affiliated Colleges, over and above those considered for Year 3 and 4 targets, have enrolled the first cohort of students in at least one of the Associate Degree programs | (i) Additional 70 Affiliated Colleges, over and above those considered for Year 3 and 4 targets, have enrolled the first cohort of students in at least one of the Associate Degree programs |
| Action: This indicator has been Revised | | | | | | | | |
| Implementation of 4 year Bachelor program (Text) | PBC 5, 5 | NA | 19 Affiliated Colleges have enrolled the first cohort of students in 4-year Bachelor Program. | (i) HEC has adopted a framework for the four-year BS Degree based on the needs and in accordance with international best practices. (ii) | (i) 40 Affiliated Colleges, have enrolled the first cohort of students in a 4-year Bachelor Program. (ii) 9 affiliating universities | (i) Additional 36 Affiliated Colleges, over and above those considered for Year 3, have enrolled the first cohort of students in a 4-year Bachelor | (i) Additional 19 Affiliated Colleges, over and above those considered for Year 3, have enrolled the first cohort of students in a 4-year | (i) Additional 19 Affiliated Colleges, over and above those considered for Year 3, have enrolled the first cohort of students in a 4-year Bachelor |

| Indicator Name | PBC | Baseline | Intermediate Targets | | | | | End Target |
|---|----------|------------|--|---|---|---|---|---|
| | | | 1 | 2 | 3 | 4 | 5 | |
| | | | | HEC has developed an career and internship framework to be implemented by universities and affiliated colleges | or affiliated colleges implement the career and internship framework | Program. (ii) 10 affiliating universities or affiliated colleges implement the career and internship framework | Bachelor Program. (ii) 10 affiliating universities or affiliated colleges implement the career and internship framework | Program. (ii) 10 affiliating universities or affiliated colleges implement the career and internship framework |
| Action: This indicator has been Revised | | | | | | | | |
| Proportion of faculty and staff trained (Text) | PBC 7, 7 | NA | 10% of faculty and staff of public Affiliating Universities and public Affiliated Colleges implementing New Associate Degree Programs and 4-year Bachelor Programs have been trained | HEC adopts a strategy for training of faculty and staff of public Affiliated Colleges implementing the two-year Associate Degree Programs and Revised four-year Bachelor Programs, based on consultation of key stakeholders. | NAHE has trained 20% of faculty and staff of public Affiliated Colleges implementing New Associate Degree Programs and Revised (4-year) Bachelor Programs | An additional 30% of faculty and staff of public Affiliated Colleges implementing New Associate Degrees and Revised (4-year) Bachelor Programs, over and above the cumulative 20% required under Year 3 targets have been trained | An additional 30% of faculty and staff of public Affiliated Colleges implementing New Associate Degree Programs and Revised (4-year) Bachelor Programs, over and above the cumulative 50% required under Years 3 and 4 targets, have been trained | An additional 30% of faculty and staff of public Affiliated Colleges implementing New Associate Degree Programs and Revised (4-year) Bachelor Programs, over and above the cumulative 50% required under Years 3 and 4 targets, have been trained |
| Action: This indicator has been Revised | | | | | | | | |
| Students benefiting from direct interventions to enhance learning (CRI, Number) | | 750,000.00 | 825,000.00 | 907,500.00 | 998,250.00 | 1,098,075.00 | | 1,207,883.00 |
| Action: This indicator has been Marked for Deletion | | | | | | | | |
| Students benefiting from direct interventions to | | 300,000.00 | 338,250.00 | 381,150.00 | 429,248.00 | 483,153.00 | 531,468.00 | 797,202.00 |

| Indicator Name | PBC | Baseline | Intermediate Targets | | | | | End Target |
|---|----------|--|---|--|--|---|--|--|
| | | | 1 | 2 | 3 | 4 | 5 | |
| enhance learning - Female (CRI, Number) | | | | | | | | |
| Action: This indicator has been Marked for Deletion | | | | | | | | |
| Expansion of PERN (Text) | PBC 8, 8 | PERN is available to 278 institutions, of which 38 offering eduroam | (i) 75 additional higher education institutions (HEI), over and above those considered as baseline, have been connected to PERN(ii) 15 additional HEIs, over and above those considered as baseline, offer campus-wide Eduroam. | (i) 90 additional HEIs, over and above those considered as baseline plus those required in Year 1, have been connected to PERN; (ii) 15 additional HEIs, over and above those considered as baseline plus those required in Year 1, offer campus-wide Eduroam. | (i) 75 additional HEIs, over and above those considered as baseline plus those required in Years 1 and 2, have been connected to PERN; (ii) 20 additional HEIs, over and above those considered as baseline plus those required in Years 1 and 2, offer campus-wide Eduroam. | 60 additional HEIs, over and above those considered as baseline plus those required in Years 1, 2 and 3, have been connected to PERN. | No target for year 5. In total 300 HEIs have been connected to PERN and 50 offer campus-wide Eduroam | No target for year 5. In total 300 HEIs have been connected to PERN and 50 offer campus-wide Eduroam |
| Action: This indicator has been Revised | | | | | | | | |
| Proportion of women's only affiliated colleges benefiting from project interventions (Text) | | Twenty-six percent of all affiliated colleges in Pakistan are "women's only" | -- | 50.00 | 50.00 | 50.00 | 50.00 | 50.00 |
| Action: This indicator has been Revised | | | | | | | | |
| Students supported with better education (Number) | | 750,000.00 | 825,000.00 | 907,400.00 | 998,250.00 | 1,098,075.00 | 1,207,883.00 | 1,811,825.00 |
| Action: This indicator is New | | | | | | | | |

| Indicator Name | PBC | Baseline | Intermediate Targets | | | | | End Target |
|--|----------|------------|--|--|--|---|---|---|
| | | | 1 | 2 | 3 | 4 | 5 | |
| Students supported with better education (female) (Number) | | 300,000.00 | 338,250.00 | 381,150.00 | 429,248.00 | 483,153.00 | 531,468.00 | 797,202.00 |
| Action: This indicator is New | | | | | | | | |
| Equipping Students and Higher Education Institutions with Modern Technology | | | | | | | | |
| Blended learning programs (cumulative) (Text) | | -- | - | -- | 200 new programs offered using blended learning | 400 new programs offered using blended learning | 600 new programs offered using blended learning | 800 new programs offered using blended learning |
| Action: This indicator has been Revised | | | | | | | | |
| Higher Education Management Information System and Data Driven Services | | | | | | | | |
| Universities digitizing their administration (cumulative) (Text) | PBC 9, 9 | 0.00 | (i) HEC has established a central Data Repository (ii) 10 universities have piloted a digitized administration. | HEC has done a pilot of 10 universities have directly fed data into HEC's Data Repository using a web-based reporting system | HEC has produced and published an annual report using the information derived from its Data Repository | HEC has published a second annual report and a strategic plan, leveraging data from the its Data Repository | HEC has published a third an annual report using information derived from its Data Repository | HEC has published a third an annual report using information derived from its Data Repository |
| Action: This indicator has been Revised | | | | | | | | |
| Capacity Building, Project Management, Monitoring and Evaluation | | | | | | | | |
| Citizen Engagement: Stakeholder feedback survey conducted (Text) | | NA | - | - | - | First Citizen Engagement Report prepared and published | - | Second Citizen Engagement Report prepared and published. |
| Action: This indicator has been Revised | | | | | | | | |

