



Burkina Faso Public Sector Modernization Program (P132216)

AFRICA WEST | Burkina Faso | Governance Global Practice | Requesting Unit: AWCW3 | Responsible Unit: EAWG1
IBRD/IDA | Program-for-Results Financing | FY 2016 | Team Leader(s): Kolie Ousmane Maurice Megnan, Sandrine Egoue Ngasseu

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Program Development Objectives

Program Development Objective (from Program 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	<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Satisfactory
Overall Implementation Progress (IP)	<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Satisfactory

Implementation Status and Key Decisions

- Overall Implementation Progress and Progress towards achievement of the Project Development Objective (PDO) are rated Satisfactory. All PDO indicators have exceeded their targets.
- The Program is fully disbursed before the closing date of December 31, 2020. The last withdrawal application for US1.42 million submitted on December 5, 2020, has been paid on December 14th, 2020.
- Preparation of the Program's Completion Report and adopting the next Public Modernization Strategy are the next steps. Both documents will be key pieces for the preparation of the new Program. The Government is shortly to approve the next Public Modernization Strategy.

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	41.08	0.00	100%

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	31-Dec-2020



DLI Disbursement

DLI ID	DLI Type	Description	Coc	DLI Amount	Achievement Status	Disbursed amount in Coc	Disbursement % for DLI
Loan: IDA56830-001							
1	Regular	update of the SIGASPE for better use	EUR	1,698,800.00	Partially Achieved	1,698,800.00	100 %
2	Regular	civil sce transact completed in 28 days	EUR	7,148,000.00	Fully Achieved	7,148,001.08	100 %
3	Regular	new primary school teachers MENA	EUR	4,467,500.00	Fully Achieved	4,467,504.18	100 %
4	Regular	pvt sect empl registered with nat secu	EUR	3,885,752.00	Fully Achieved	3,885,138.51	100 %
5	Regular	improving monitoring in pub primar sch	EUR	2,798,400.00	Partially Achieved	2,798,400.00	100 %
6	Regular	pub primary sch > 700 hours per year	EUR	5,361,000.00	Fully Achieved	5,361,000.00	100 %
7	Regular	uniform case tracking system	EUR	1,698,800.00	Partially Achieved	1,698,000.00	100 %
8	Regular	judgments by admin tribunal	EUR	4,467,500.00	Fully Achieved	4,467,504.18	100 %
9	Regular	judgments involving litigat matters	EUR	2,680,000.00	Fully Achieved	2,679,989.05	100 %
10	PPF Refinancing	PPA	--	1,594,248.00	--	1,594,247.81	100 %

Program Action Plan

Action Description	Audit of SIGASPE functionality and survey of user needs completed: The SIGASPE has been upgraded according to the needs of users.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	15-Jun-2016	Completed
Completion Measurement					
Comments					

Action Description	Technical assistance for SIGASPE system upgrade and training of users: The SIGASPE has been upgraded according to the needs of users.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	31-Oct-2016	Completed
Completion Measurement					
Comments					



Action Description	Introduction of an electronic registration and marking system 'e-concours' for teacher entry examinations: Electronic registration has been upgraded and piloted in 2015. In 2016, the system has been tested in recruiting various civil servants.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	27-Jun-2017	Completed
Completion Measurement					
Comments					

Action Description	Review of HR business processes and tools conducted: Draft terms of reference elaboration guide has been developed.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	30-Nov-2017	Completed
Completion Measurement					
Comments					

Action Description	DRH training course designed: Training course designed and rolled out began in 2017.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	31-Oct-2016	Completed
Completion Measurement					
Comments					

Action Description	Standardized norms for regional ministerial departments / jurisdictions identified: The norms have been identified and activities are scheduled in 2016 work program.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	31-Oct-2016	Completed
Completion Measurement					
Comments					

Action Description	Risk-based labor inspection program established: The work is continuing to have a risk based inspection program.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	31-Oct-2016	Completed



Completion Measurement	
Comments	

Action Description	Monitoring and evaluation system for teacher time on task reviewed and re-designed: The system has been established in the three regions the Program covers.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	15-Jun-2016	Completed
Completion Measurement					
Comments					

Action Description	Training and sensitization program for monitoring teacher time on task designed and disseminated: The training and sensitization were rolled out in the targeted regions during the 2017 school year.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	30-Nov-2017	Completed
Completion Measurement					
Comments					

Action Description	Technical assistance to review on-line accessibility to laws and jurisprudence: The list of laws to be posted online has been identified; Online platform has been operationalized in 2017.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	15-Dec-2017	Completed
Completion Measurement					
Comments					

Action Description	Review of administrative law court registers and identification of automated registry criteria: The recruitment of a firm to review the system is ongoing.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Technical		Client	Due Date	27-Jun-2017	Completed
Completion Measurement	Report validated and approved by MJPDHC				
Comments					



Action Description	Local court registers standardized: The system has been established.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	15-Jun-2016	Completed
Completion Measurement					
Comments					

Action Description	Training modules for local court personnel designed and disseminated: Training modules have been developed; actual training sessions are scheduled for 2016.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	30-Nov-2017	Completed
Completion Measurement					
Comments					

Action Description	Decree issued to incorporate inclusion of MJPDHC and MENA in the National Public Administration Modernization Committee and to establish calendar of meetings: The decree has been issued.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	15-Jun-2016	Completed
Completion Measurement					
Comments					

Action Description	Establishment of a Program Implementation Committee chaired by the SPMA and DGESS's of the MFPTSS, MENA and MJPDHC: The Program Implementation Committee has been established and is meeting regularly to discuss progress.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	15-Jun-2016	Completed
Completion Measurement					
Comments					

Action Description	Program Implementation Strategy incorporating a communications strategy and monitoring and evaluation manual is established and disseminated.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	15-Jun-2016	Completed



Completion Measurement	
Comments	

Action Description	Action plans for risk-based auditing established in each of the participating ministries and training of ministerial staff conducted: The target was achieved in August 2017.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	31-Aug-2017	Completed
Completion Measurement					
Comments					

Action Description	Annual verification of Program results conducted Annual audits are completed by June 30: The verification request for the achievement of 2017 DLIs was completed by the ASCE.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Fiduciary Systems		Client	Recurrent	Continuous	Completed
Completion Measurement	Report available				
Comments					

Action Description	Semi-annual reporting on implementation and monitoring of safeguards related impacts (screening sheets, compensation mechanisms and payments and other relevant documentation included in the ESSA) and semi report on procurement deadlines.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Environmental and Social Systems		Client	Recurrent	Continuous	Completed
Completion Measurement	Annual progress report				
Comments					

Action Description	Annual plan and budget of the Program prepared and included in the annual Finance Law and a Dedicated Treasury Special Account – CAST – opened.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Fiduciary Systems		Client	Recurrent	Yearly	Completed
Completion Measurement	Annual plan and CAST report				
Comments					



Action Description	An annual consolidated procurement plan is prepared accordingly to the budget allocated: Procurement plan for 2017 is done.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Fiduciary Systems		Client	Recurrent	Yearly	Completed
Completion Measurement	Annual Procurment Plan				
Comments					

Action Description	Resident financial and public procurement controller fully dedicated to the Program to speed up processing of transactions and payments appointed: Done				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	15-Jun-2016	Completed
Completion Measurement					
Comments					

Action Description	Experienced general procurement specialist appointed: Done				
Source	DLI#	Responsibility	Timing	Timing Value	Status
		Client	Due Date	15-Jun-2016	Completed
Completion Measurement					
Comments					

Action Description	Effective internal audit function established for the program: ASCE conducted a performance audit in 2016 and 2017.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Fiduciary Systems		Client	Recurrent	Yearly	Completed
Completion Measurement	ASCE audit report				
Comments					

Action Description	Procurement thresholds increased: Ministry of Finance is working on the subject.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Fiduciary Systems		Client	Due Date	25-Dec-2018	Delayed



Completion Measurement	This reform was not implemented as a result of challenging dialogue with the Ministry of Finance				
Comments					

Action Description	F & C cases reported on a semi-annual basis by the ASCE.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Fiduciary Systems		Client	Recurrent	Semi-Annually	Completed
Completion Measurement	ASCE report				
Comments					

Action Description	Capacity building program designed on procurement.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Fiduciary Systems		Client	Recurrent	Continuous	Completed
Completion Measurement	Training modules				
Comments					

Action Description	Definition of procurement deadlines and measurement of the performance of the DMPs.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Fiduciary Systems		Client	Recurrent	Continuous	Delayed
Completion Measurement	Not implemented as result of challenging dialogue with the MINEFID on the topic				
Comments					

Action Description	Installation of an interfaced PSDMA information monitoring and evaluation information system.				
Source	DLI#	Responsibility	Timing	Timing Value	Status
Technical		Client	Recurrent	Continuous	Delayed
Completion Measurement	No system was put in place				
Comments					

Risks



Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	--	☐ Substantial	☐ Moderate
Macroeconomic	--	☐ Substantial	☐ 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	--	☐ Moderate	☐ Low
Overall	--	☐ Moderate	☐ Moderate

Comments

Political and Governance as well as Macroeconomic risks have been reduced from Substantial to Moderate. These risks had a moderate impact on the Program during its implementation. Overall, the Program risk remains Moderate.

Results

PDO Indicators by Objectives / Outcomes

Improvement in service standards in min. of civil service, labor, primary education and justice				
► 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	75.00	62.00	50.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
☐ Recruitment/Hiring (Percentage, Custom Breakdown)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	4.38	66.40	70.43	50.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
► 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	447,537.00	477,861.00	400,000.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
▶ PDO Indicator 3: Share of classes with at least 700 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	75.97	75.97	40.00
Date	12-Oct-2015	26-Mar-2020	26-Mar-2020	27-Mar-2020
Comments Due to the COVID-19 situation, it was not possible to assess this indicator as the classes were closed since March 2020. The reopening was in June only for the examinations. The team kept the last available data collected.				
▶ PDO Indicator 4: Share of judgments issued by administrative tribunals in a 12 month period (75% of which through a written judgment) in Ouagadougou, Tenkodogo, Dedougou and Bobo-Dioulasso (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	29.00	60.00	60.00	60.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2019
Comments				
▶ 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 departments (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	72.70	72.70	70.00
Date	12-Oct-2015	27-Mar-2020	30-Nov-2020	31-Dec-2019
Comments				

Intermediate Results Indicators by Results Areas

IR Indicator 3.6: Direct project beneficiaries (of which female)				
▶ Beneficiaries of job-focused interventions (Number, Corporate)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	138,000.00	172,251.00	207,483.00	180,000.00
Date	30-Dec-2016	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
□ Beneficiaries of job-focused interventions - Female (Number, Corporate Breakdown)				



	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	44,160.00	172,251.00	69,508.00	68,450.00
Date	30-Dec-2016	26-Mar-2020	30-Nov-2020	31-Dec-2020

Strengthened institutional capacity for policy formulation, implementation and M&E

► 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	100.00	100.00	100.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020

Comments

► 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	No	Yes	Yes	Yes
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	26-Mar-2020

Comments

Due to the COVID-19 situation, it was not possible to assess this indicator as the classes were closed since March 2020. The reopening was in June only for the examinations. The team kept the last available data collected.

► 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	97.98	97.98	100.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	26-Mar-2020

Comments

Due to the COVID-19 situation, it was not possible to assess this indicator as the classes were closed since March 2020. The reopening was in June only for the examinations. The team kept the last available data collected.

► 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	99.00	99.00	80.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020

Comments

Due to the COVID-19 situation, it was not possible to assess this indicator as the classes were closed since March 2020. The reopening was in June only for the examinations. The team kept the last available data collected.

► 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	76.00	76.00	80.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments	Due to the COVID-19 situation, it was not possible to assess this indicator as the classes were closed since March 2020. The reopening was in June only for the examinations. The team kept the last available data collected.			
► 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	40.00
Date	12-Oct-2015	27-Mar-2020	30-Nov-2020	31-Dec-2020
Comments	The system is being developed in-house and will be deployed by March 2021.			
► 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	100.00	100.00	100.00
Date	12-Oct-2015	27-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► 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	88.70	88.70	100.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► IR Indicator 2.9: Share of 50-pilot local departmental and district courts in in the Ouagadougou, Tenkodogo, Dédougou and Bobo-Dioulasso regions that satisfy 80 percent of the defined criteria (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	100.00	100.00	100.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► IR Indicator 2.10: Share of 50-pilot local departmental and district courts in the Ouagadougou, Tenkodogo, Dédougou and Bobo-Dioulasso regions that have presidents, secretaries and assessors trained (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	100.00	100.00	100.00



Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► 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	No	Yes	Yes	Yes
Date	12-Oct-2015	27-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► 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	44.66	50.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► IR. 2.13. Number of Sit@ modules deployed (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	4.00	3.00
Date	05-Mar-2020	--	30-Nov-2020	31-Dec-2020
Comments	Four modules were deployed (opening and closing of companies in Sit@, conciliation, claim, tasks management).			

Strengthened coordination capacity for public sector reforms				
► 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	50.00	50.00	70.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► 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	No	No	No	Yes
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020



Comments				
► 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	82.00	82.00	75.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► 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	94.33	94.33	80.00
Date	12-Oct-2015	27-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► 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	88.40	88.40	50.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► IR Indicator 3.6: Direct project beneficiaries (of which female) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	138,000.00	186,892.00	207,483.00	180,000.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				

Improved human resource capacity and performance				
► IR Indicator 1.1: SIGASPE updated to meet user needs (Yes/No, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	No	Yes	Yes	Yes
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				



► 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	88.32	99.91	75.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► IR Indicator 1.3: Share of DRFP offices satisfying defined criteria (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	100.00	100.00	100.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► 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	63.00	63.00	75.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2019
Comments				
► 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	100.00	100.00	100.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► IR Indicator 1.6: Share of civil servants in the selected ministries with Individual Employee File system (Dossier Individuel Normalisé --DIN) updated and available on-line (Percentage, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	64.05	64.05	70.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► 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	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments				
► 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	55.06	15.95	60.00
Date	12-Oct-2015	26-Mar-2020	30-Nov-2020	31-Dec-2020
Comments	The strikes in the public administration affected the achievement of this indicator.			
► IR 1.9. Number of applicants who accessed e-concours platform (Number) (Number, Custom)				
	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	14,157.00	150.00
Date	09-Apr-2020	--	30-Nov-2020	31-Dec-2020
Comments				

Disbursement Linked Indicators

► DLI 1 SIGASPE updated to meet user needs (Yes/No) (Process, 3,154,897.20, 100%)				
	Baseline	Actual (Previous)	Actual (Current)	December 31, 2019
Value	No	Yes	Yes	--
Date	12-Oct-2015	24-Sep-2019	24-Sep-2019	--
Comments				

► DLI 2 Share of civil services transactions involving hiring (engagement/ intégration) and/or promotion (reclassement) completed within a 28 calendar-day period (Outcome, 8,356,012.00, 100%)				
	Baseline	Actual (Previous)	Actual (Current)	December 31, 2019
Value	5.00	71.00	71.00	50.00
Date	12-Oct-2015	24-Sep-2019	24-Sep-2019	--
Comments				

► DLI 3 Share of new primary school teachers appointed to the MENA by August 31 (Intermediate Outcome, 5,222,507.50, 100%)				
	Baseline	Actual (Previous)	Actual (Current)	December 31, 2019



Value	0.00	99.00	99.00	75.00
Date	12-Oct-2015	24-Sep-2019	24-Sep-2019	--
Comments				

► DLI 4 Number of private sector employees registered with the national social security (Outcome, 3,132,920.00, 60%)

	Baseline	Actual (Previous)	Actual (Current)	December 31, 2019
Value	298,000.00	418,125.00	418,125.00	400,000.00
Date	12-Oct-2015	24-Sep-2019	24-Sep-2019	--
Comments				

► DLI 5 Improvement of the monitoring mechanism for instruction time on task in public primary school in the Sahel, Upper Basin and East regions. (Intermediate Outcome, 4,206,529.60, 100%)

	Baseline	Actual (Previous)	Actual (Current)	December 31, 2019
Value	No	Yes	Yes	--
Date	12-Oct-2015	24-Sep-2019	24-Sep-2019	--
Comments				

► 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. (Outcome, 6,267,009.00, 0%)

	Baseline	Actual (Previous)	Actual (Current)	December 31, 2019
Value	0.00	34.70	34.70	80.00
Date	12-Oct-2015	24-Sep-2019	24-Sep-2019	--
Comments				

► DLI 7 Establishment of a uniform case tracking system in selected departmental and district courts. (Output, 3,154,897.20, 100%)

	Baseline	Actual (Previous)	Actual (Current)	December 31, 2019
Value	No	Yes	Yes	--
Date	12-Oct-2015	24-Sep-2019	24-Sep-2019	--
Comments				

► 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 (Outcome, 5,222,507.50, 100%)



	Baseline	Actual (Previous)	Actual (Current)	December 31, 2019
Value	29.00	70.00	70.00	60.00
Date	12-Oct-2015	24-Sep-2019	24-Sep-2019	--
Comments				

► 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 (Outcome, 3,132,920.00, 100%)

	Baseline	Actual (Previous)	Actual (Current)	December 31, 2019
Value	0.00	95.80	95.80	70.00
Date	--	24-Sep-2019	24-Sep-2019	--
Comments				