

## Somalia Capacity Injection (P149971)

AFRICA | Somalia | Governance Global Practice | Requesting Unit: AFCE1 | Responsible Unit: GGO19  
Recipient Executed Activities | Investment Project Financing | FY 2016 | Team Leader(s): Alex Appiah-Koranteng

Seq No : 1 | ARCHIVED on 22-Jan-2016 | ISR19059 | Created by: Ikechi B. Okorie on 29-Apr-2015 | Modified by: Alex Appiah-Koranteng on 20-Jan-2016

### 1. STATUS & KEY DECISIONS


#### 1.1 OBJECTIVE & RATINGS

##### Project Development Objectives

Project Development Objective (from Project Appraisal Document)

The project development objective is to strengthen the staffing and institutional capacity of selected line ministries and central agencies to perform core government functions.

##### Disbursement Summary

Source of Funds	Net Commitment	Total Disbursed	Remaining Balance	Disbursed
Grants	10.00 M	1.72 M	8.28 M	 17%

Disbursement Ratio	0.0%
Disbursement Delay Flag	NONE
Effectiveness Delay Flag	NONE
Bank Approval Date	11-Aug-2015
Project Closing Date	30-Jun-2020
Overall Risk	● High

#### Key Project Ratings

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

##### Comments

This is the first Implementation Status & Results Report

#### Other Project Ratings

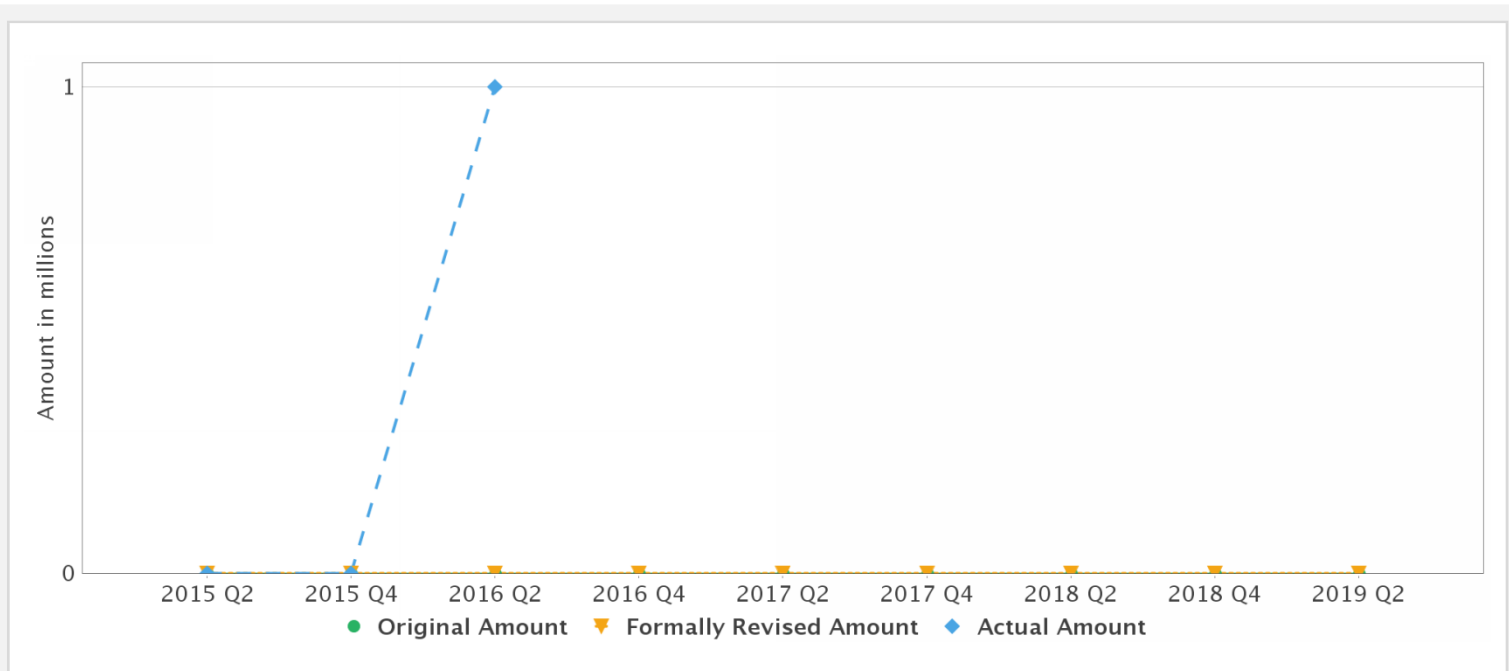
Name	Previous Rating	Current Rating
Financial Management		● Satisfactory
Financial Management Rating from latest archived PRIMA Assessment:	--	● Satisfactory
Project Management	--	● Satisfactory



Procurement	No Procurement Assessment under SPN Phase has been completed in PRAMS to date.	--	● Unsatisfactory
Monitoring and Evaluation		--	● Moderately Satisfactory

Comments(required if change Other Project Ratings)  
This is the first Implementation Status & Results Report

### Cumulative Disbursements



#### Disbursement Lag

Original Disb. Lag:	Formally Revised Disb. Lag:	Disb. Estimate Last Formally Revised on:
Not Applicable	Not Applicable	--

### Disbursements (by loan)

Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P149971	TF-A0415	Effective	USD	10.00	10.00	0.00	1.00	9.00	10%

### Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
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P149971	TF-A0415	Effective	11-Aug-2015	02-Sep-2015	13-Oct-2015	30-Jun-2020	30-Jun-2020
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## 1.2 KEY ISSUES & PROJECT STATUS

### Key issues and Actions for Management Attention

#### Issues

Delay in disbursing first advance to the project designated account

#### Action

#### Due Date

#### Status

### Implementation Status and Key Decisions (Public Disclosure)

- Recruitment:** progress is satisfactory. Interviews for all five senior civil service director positions completed. Interviews for all top senior civil service positions at the National Civil Service completed. The successful candidates are expected to be at post by February 29, 2016. Advertisement for key civil service positions in the Ministries of Finance, planning, and Labour will be done by 30th December, 2015. A recruitment manual has been developed and government officials trained. Harmonized salary structure has been prepared to guide payment of salaries of civil servants and advisors. Terms of Reference for six common functions positions including Financial Management, Procurement, Human Resource, Policy Planning, M & E and ICT have been completed and approved by government for advertisement by 30th December, 2015.
- Procurement of services of HR Firm:** Puntland State of Somalia has completed the procurement process including negotiations with the selected firm. The contract will be signed by 18th December, 2015. Federal Government of Somalia (FGS) will complete the evaluation of proposals on 30th December, 2015.
- Organizational assessment:** Assessment has been completed and staffing plans developed for eight organizations out of nineteen.
- Pensions:** initial study on pensions has been completed for Puntland State of Somalia.
- Centre of Government:** Organizational design and systems and processes support has been completed for the Office of the Prime Minister (FGS) and Office of the President (OOP) Puntland.

## 2. Missions

### Mid-Term Review Information for the Project

Planned Date	13-Feb-2017	Actual Date	--
Does this ISR cover a Mid Term Review? No			

ISR Sequence No.	Mission Type	Actual Date
01 (Current) 22-Jan-2016	Implementation Support	06-Oct-2015
01 (Current) 22-Jan-2016	Implementation Support	12-Oct-2015
01 (Current) 22-Jan-2016	Implementation Support	11-Nov-2015
01 (Current) 22-Jan-2016	Implementation Support	24-Nov-2015

### 3. Compliance

#### Safeguards

Current Environmental Assessment Category: C - Not Required

Environment Assessment Date: 15-Mar-2014

#### Legal Covenants

Loan/Credit/TF	Description	Status
	<p><b>Comments</b></p> <p>The Recipient shall create, no later than (3) three months after the Effective Date, an inter-governmental Steering Committee for oversight and strategic guidance of the Project Coordination Unit (referred to in the Covenant below). The said Steering Committee shall be chaired by the Recipient's Prime Minister and shall have the structure, functions, and responsibilities set forth in the Operational Manual.</p> <p>No later than two (1) months before the Effectiveness Date, the Recipient shall create and thereafter operate and maintain, until the completion of the Project: (a) a coordination unit within Office of the Prime Minister (Federal Government of Somalia) to be responsible for the overall coordination of the Project (the PCU).</p> <p>The Recipient shall ensure that the budget code numbers indicated in the Financing Agreement shall conform to the Recipient's annual budget law.</p> <p>If the Bank Execution Rule is only partially met, and/or the Bank has received only partial evidence of compliance under the MPF, and/or the Borrower has not presented enough Eligible Expenditures under the Eligible Expenditures to disburse the full planned disbursement amounts, the Bank may, at its option, authorize that the unwithdrawn portion of the Loan be disbursed.</p> <p>The amount carried forward due to noncompliance with the Budget Execution Rule in one or more Project Sectors may be disbursed only if, at the time of subsequent withdrawal,: (i) the Budget Execution Rule has been met for the applicable Project Sector(s); and (ii) the Borrower has submitted documentation of Eligible Expenditures in the amount at least 2 times the withdrawal amount requested.</p> <p>The amount carried forward due to the non-achievement of MPFs may be disbursed only if, at the time of the subsequent withdrawal,: (i) the applicable MPFs have subsequently been achieved; and (ii) the Borrower has submitted documentation of Eligible Expenditures in the amount of at least 2 times the withdrawal amount requested.</p>	

### 4. Risks

#### Systematic Operations Risk-rating Tool

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

## 5. Results

### Project Development Objective Indicators

#### ► Direct project beneficiaries (Number, Core)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	--	20.00
Date	13-Oct-2015	--	--	30-Jun-2020

#### ▲ Female beneficiaries (Percentage, Core Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	--	20.00

Overall Comments

### Intermediate Results Indicators



►Number of civil servants recruited and trained (Amount(USD), Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	0.00	13000000.00
Date	13-Oct-2015	--	04-Dec-2015	30-Jun-2020

Overall Comments

**6. Clearance History**

Person	Comments & Actions
<b>George Addo Larbi (PMGR)</b> Practice Manager, GGO19 WASHINGTON, DC (IBRD)	<i>Disclosed and Archived on 22-Jan-2016 at 11:15:13</i>
<b>George Addo Larbi (PMGR)</b> Practice Manager, GGO19 WASHINGTON, DC (IBRD)	<i>Approved on 22-Jan-2016 at 11:15:07</i>
<b>Hugh Riddell (CD)</b> Representative, AFMSO NAIROBI, KENYA (IBRD)	<p>Alex - Thank you for this ISR. There is good data on dates &amp; timelines in the document, particularly on the interview process in the key ministries. However, I would like to see a more comprehensive readout with more contextual information, for example, more explanation for the delays in hiring the HR Recruitment firm and for any delays in undertaking the ministry functional assessments. It would also be useful to have an assessment of how good the interview process has in fact been for those that have taken place while there has not been any support from a HR Recruitment Firm. The ISR also seems to be predominantly information about the FGS component but you attach the Aide Memoire from Puntland. I think it would be useful if we had more information on Puntland too. Grateful if you could action these and then finalise. Many thanks, Hugh</p> <p><i>Advice Provided on 22-Jan-2016 at 04:39:21</i></p>
<b>Alex Appiah-Koranteng</b> Senior Governance and Public Sector Specialist, GGO19 NAIROBI, KENYA (IBRD)	<p>Dear Hugh,</p> <p>Please see updated ISR for your advice and decision.</p> <p>Alex</p> <p><i>Recommended on 20-Jan-2016 at 09:01:48</i></p>
<b>George Addo Larbi (PMGR)</b> Practice Manager, GGO19 WASHINGTON, DC (IBRD)	<p>Alex and team, thanks for the first draft ISR for the SCIP. After the delays in effectiveness, the projects seems to be taking off nicely. I have a few comments on the ISR for the team to consider in revising the ISR. There seem to be no procurement assesment, even though, the is rated satisfactory. The ISR indicate interviews for various officers have been completed, it would be useful to indicate the estimated time when these officers will take their post or if there are already in post. I also note that</p>

the CMU did not provide any comments yet but have indicated they have comments; the suggestion is to put Hugh Riddle as the approver. Please revise and resubmit for approval in the next couple of days.

*Returned for revision on 13-Dec-2015 at 10:04:23*

**Bella Bird (CD)**

Country Director, AFCE1  
DAR ES SALAAM, TANZANIA (IBRD)

*Timed out - advice not provided on 11-Dec-2015 at 07:22:51*

**Alex Appiah-Koranteng**

Senior Governance and Public  
Sector Specialist, GGO19  
NAIROBI, KENYA (IBRD)

Please see updated ISR for your advice and decision.

Alex

*Recommended on 04-Dec-2015 at 07:22:46*

## PROJECT INFORMATION

### 7. Key Dates

#### Key Project Dates

Bank Approval Date:11-Aug-2015

Effectiveness Date:13-Oct-2015

Planned Mid Term Review Date:13-Feb-2017

Actual Mid-Term Review Date:--

Original Closing Date:30-Jun-2020

Revised Closing Date:30-Jun-2020

#### Related Project(s)

Project	Relationship	Status	Product Line	Team Leader	Country
P155123-Somaliland Civil Service Reform Project	Supplement	Pipeline	Recipient Executed Activities	Alex Appiah-Koranteng	Somalia

### 8. Team Composition

#### Bank Staff

Name	Specialization	Title	Unit	Phone No.	Location
Alex Appiah-Koranteng	Task Team Leader	Team Leader	GGO19	5327+6210 /	NAIROBI, KENYA
John F. A Etidau	--	Procurement Specialist	GGODR	5327+6812 /	NAIROBI, KENYA
Leonard Mutuku Matheka	--	Financial Management Specialist	GGODR	5327+6114 /	NAIROBI, KENYA
Diego Garrido Martin	Monitoring and Evaluation	Team Member	GCFDR	5327+6041 /	NAIROBI, KENYA
Geoff Handley	Macro-economic and expenditure analysis	Team Member	GGO19	--	NAIROBI, KENYA
George Addo Larbi	Technical Guidance	Team Member	GGO19	202-458-1454	WASHINGTON, DC

Hugh Riddell	Coordination with overall World Bank Program	Window Manager	AFMSO	5327+6061 /	NAIROBI, KENYA
Janerose Muboka Lubisia	Administrative Support	Team Member	AFMSO	5327+6525 /	NAIROBI, KENYA
John Bryant Collier	--	Safeguards Specialist	GEN01	473-8551	WASHINGTON, DC
Mary C.K. Bitekerezo	Social Safeguards assessment and advise	Safeguards Specialist	GSU07	5355+3235 /	DAR ES SALAAM, TANZANIA
Nancy Musibega Visavilwa	HRM and Operational Support	Team Member	CAFCS	5327+6524 /	NAIROBI, KENYA
Nicholas Menzies	--	Counsel	GGO14	458-4176	WASHINGTON, DC
Paolo B. Zacchia	Overall Guidance	Team Member	AFCF1	5352+4155 /	DAKAR, SENEGAL
Sarah Louise Cramer	Monitoring and Evaluation	Team Member	AFCE1	--	WASHINGTON, DC
Satyendra Prasad	Cross Support	Team Member	GGO18	5785+79275 /	NEW DELHI, INDIA
Stephan Massing	Co- TTL	Team Member	GCFDR	458-7844	WASHINGTON, DC
Stephen Mugendi Mukaindo	Legal perspectives and advise	Counsel	LEGAM	5327+6345 /	NAIROBI, KENYA
Verena Phipps-Ebeler	Social Development Specialist	Team Member	GSU07	1-202-458-72	WASHINGTON, DC

### Extended Team

Name	Title	Organization	Office	Location
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## 9. Organizations

Name	Role	Contact	Title	Office Phone	Email
Ministry of Finance	Borrower/Recipient	H.E. Mohamed Adan Ibrahim	Minister	252616310844	minister@mofa.gov.so
Office of the President	Implementing Agency	Mr. Deeq S. Yusuf	Chief of Staff, Office of the President (OOP)	252907080605	deeqyusuf03@gmail.com

## 10. Financial Management

### Overdue Reports

	< 4 months	> 4 months	> 9 months
Financial Statement - Audit	--	--	--
	< 30 days	31 - 60 days	> 61 days
Interim Financial Reports	--	--	--

### Overdue Issues

	< 30 days	31 - 60 days	> 61 days
Audit Issues	--	--	--
IFR Issues	--	--	--
General Supervision Issues	--	--	--



