

# CTMS INTERVENTION IMPACT EVALUATION

## JAMAICA PUBLIC SECTOR TRANSFORMATION

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January 27-30, 2015

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# What is the problem?

## What is the problem?

-Less than optimal use of the new CTMS system.

## Intervention(s)

- *Two tiered program. Implementation of a operational management committee in half of the MDAs. Second Tier involving public bodies: a) training b) audit/monitoring/ c)capital (ICT) d) managing workers better (empowerment, autonomy, delegation etc.)*

# Research Questions

## Research questions

- *What is the key impediment to optimal processing of payments?*
- *Two tier intervention. First, operational committee will be established and will set rules and priorities for payments in half of the MDAs. Other half will be control. Second tier will include public bodies and will have various treatments.*
- *Briefly mention the Theory of Change: First tier tried to take a look of whether establishing clear procedures will result in optimal payment processing. Second tier will look to see if treatments such as capital, training among others have an effect on new set of institutions (public bodies)*

# Methods & Design

## Method

*Tier 1: Difference-in-Differences*

*Tier 2: RCT*

## Clusters / sample size

*42 for tier 1, over 200 for tier 2.*

*20 for tier 1, about 65 for tier 2.*

# Outcomes & Measurement

## Outcomes:

*-Reduce costs, reduce late payments and reduce penalties/interests on government.*

## Unit(s) of observation:

*- MDAs and public bodies.*

# Thank You!



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# Gestion des Ressources Humaines en Guinée

EQUIPE GUINÉE  
REFORME DE LA FONCTION PUBLIQUE

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# Quel est le problème?

Faiblesse et irrégularités dans la gestion des personnels de l'Etat

- Non-maîtrise des personnels (doublons, fictifs, substitutions...)
- Insuffisance du contrôle
- Inadéquation entre le profil des agents et les postes occupés
- Manque du système performant de la GRH etc.

Intervention(s)

- Recrutement sur la base du mérite;
- Elimination des irrégularités à travers une gestion améliorée;
- Renforcement de la fonction de contrôle



# Questions de recherche potentielles

1. *Comment recruter sur la base du mérite?*
2. *Quel est l'impact du renforcement des structures de GRH?*
3. *Comment inciter les chefs de service à s'impliquer dans le contrôle des ressources humaines?*

# Méthodologie & Design

## Intervention 1 : Recrutement de 800 agents pour la GRH sur la base du mérite

1. On prend un échantillon de 2,000 Candidats;
2. On constitue deux groupes de 1,000 de façon aléatoire
3. **Groupe témoin:** 400 agents sur 1,000 seront recrutés d'une façon habituelle;
4. **Groupe de traitement:** Un autre 400 agents seront recrutés dans le deuxième groupe de 1,000 par un panel d'experts

## Intervention 2 : Déploiement des GRH au sein de ministères sectoriels et préfectures

1. Notre champ d'action est basé sur 88 nouvelles structures de GRH à créer;
2. Pour une première étape on équipe 44 structures choisis de façon aléatoire;
3. Après une année de fonctionnement on compare les 44 structures bénéficiaires aux 44 non-bénéficiaires

# Méthodologie & Design

## Intervention 3 : Contrôle

1. Dans 20 ministères pilotes, notre champ d'action va s'appliquer sur 200 Chefs de service;
2. De façon aléatoire on constitue 4 groupes de 50 qui bénéficient d'un de ces modes d'incitations:
  - Promotion ;
  - Reconnaissance en public;
  - Récompense en nature (équipements de travail)
  - Sans récompense (groupe de contrôle/témoigne)

# Résultats & Indicateurs

## Intervention 1 : Recrutement

Unité d'analyse: l'agent recruté (800 agents);

Les indicateurs:

- Les résultats de l'examen de motivation (Perry);
- Les résultats de l'examen d'aptitude;
- Taux de présence au poste de travail.

## Intervention 2 : Déploiement des GRH

Unité d'analyse: l'équipe de la structure créée ;

Les indicateurs:

- Le nombre de rapports rédigés selon le canevas préétabli
- Le nombre d'irrégularités détectés ;
- Le nombre d'irrégularités corrigées

# Résultats & Indicateurs

## Intervention 3: Contrôle

Unité d'analyse: les Chefs de services

Les indicateurs pour la deuxième et la troisième interventions sont les mêmes:

- Le nombre de rapports rédigés selon le canevas préétabli
- Le nombre d'irrégularités détectées, vérifiées et confirmées;
- Le nombre d'irrégularités corrigées et confirmées

# Je vous remercie!

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# State Employment and Expenditure for Results – Nigeria

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# SEEFOR program -Four states, Niger Delta Region

## Components:

- S 200 m IDA
- Youth Employment (small labor intensive public works)
- Technical and vocational training – through supporting local institutions
- Grants for CDD initiatives – upscale existing program
- Public financial management reform



## What is the problem/main issue?

Sustainability of such jobs program/intervention may be low, given focus on temporary and low-skilled jobs

## Proposed intervention

Skill development/vocational training for beneficiaries of the youth employment component to enhance their employability in the market beyond project period

# Research questions

- Effectiveness of current selection process for beneficiaries and how does it support productivity?
- Is the project intervention creating skills and sustainable employment for beneficiaries?
- Is the intervention reducing engagement in criminal activities and increasing social cohesion?
- Can vocational training coupled with jobs enhance productivity, skills creation, and employment sustainability?

# Impact evaluation method, design

**Year 1 beneficiaries:** 800 applicants stratified in 4 States randomized to:

- Beneficiaries that moved to year 2 ( $4 \times 100$ )
- Beneficiaries that did not move to year 2 ( $4 \times 100$ )

**Year 2 :** 1,600 applicants stratified by State in 4 States randomized to:

- Those that got Job ( $4 \times 100$ )
- Those that got Vocational training ( $4 \times 100$ )
- Those with Job + vocational training ( $4 \times 100$ )
- Control ( $4 \times 100$ ) – those not selected for either

# Measurement

Begin at date zero and continue annually for 2 years for all individual participants (2,400)

- **Surveys**  
Beyond basic demographics, these include measures of skills, employment, and productivity (only job participants)
- **Administrative data on productivity (job participants)**
- **Behavioral measures of social implications & cohesion**  
Public good game

# Thank You

# Presentation Title

COUNTRY TEAM  
AFFILIATION

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# What is the problem?

## What is the problem?

- *Absence of a functioning land administration system for dealing with problems of access to land, land rights, tenure insecurity, and land conflicts in a mixed tenure context (communal, private ownership, and government).*

## Intervention(s)

- *Rolling out land rights reforms and land administration reforms that will formalize communal property rights in communities.*

# Research Questions

- *Hypothesis: formal legal recognition and registration of communal property rights will improve access, security, and dispute resolution.*



# Methods & Design

## Method

*Phased roll out over about 3 years subsequent to the passage of the land law.*

*Assignments to phases will mix restricted randomization and assignment based on strategic priorities and readiness.*

## Clusters / sample size

*Approximately 200 communities clustered into ad hoc geographic blocs (exact number to be determined).*

## Other

*A possible supplementary intervention will be to experiment with different types of contracting of surveyors (private versus public).*

# Outcomes & Measurement

## Outcomes:

- *Land disputes (intra-clan, inter-clan, clan-concession)*
- *Land use*
- *Awareness of land rights*
- *For supplemental intervention:*
  - *Reduction in fraudulent or conflicting deeds*

## Unit(s) of observation:

- *Communities*
- *Surveyors (for supplemental intervention)*

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# MONITORING OF PUBLIC INFRASTRUCTURE PROJECTS

## PAKISTAN GOVERNMENT OF SINDH

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# What is the problem?

## What is the problem?

- *Poor construction quality of infrastructure projects*

## Intervention(s)

- *Implementation of an evidence based monitoring system using picture/video based data*

# Research Questions

## ***Research Question***

- *Can ICT based monitoring tools improve quality of public infrastructure projects?*
- *Will accessibility of project related information to the stakeholders improve quality of infrastructure projects?*

## ***Mechanism***

- *Introduction of ICT in monitoring system*
- *Access to information for stakeholders*

## ***Results Chain***

*Monitoring -> Vigilance -> Change in practices*  
*Information -> Decision/Action -> Improved Outcome*

# Methods & Design

**Method:** *Randomized Control Trial*

**Sample size:** *1,000 projects*

## ICT Monitoring

	Control (500)	Treatment (500)
Existing Govt. Monitors	Yes	Yes
Monitors with Smart Phones	No	Yes
Independent Engineers (TPV)	Yes	Yes

## Access to Information

	Control	Treatment
Stakeholders	250	250

# Outcomes & Measurement

## Outcomes:

- *Increased value for money*
- *Reduced cost of maintenance*
- *Increase life of the projects*
- *Timely completion of projects*
- *Reduced cost escalation*
- *Greater Service Delivery/Public Satisfaction*

## Unit(s) of observation:

- *Project*



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