

## RESULTS FRAMEWORK

CPS RESULTS AREAS AND OUTCOMES	INDICATIVE MILESTONES	WBG INSTRUMENTS
<b>CAS PILLAR 1: PUBLIC SECTOR REFORM</b> <b>GOALS:</b> <i>To improve the accountability and responsiveness of the public administration and to enhance predictability and efficiency in public resource management.</i> <b>Issues and Obstacles:</b> <i>Pro-cyclical fiscal policies and weak fiscal management have led to serious macroeconomic vulnerabilities. The budget process lacks predictability and transparency, as well as weak prioritization of public investment. Introduction of an MTEF will require capacity and support to both plan on a multi-year horizon and to link budget with outcomes. Public sector wages have more than doubled since 2005 contributing to pro-cyclical policies, but without adequately rewarding performance or productivity. Governance is weak and monitored by the EU bi-annually. The court system has a large back-log of cases.</i>		
<p><b>1.1 PUBLIC FINANCIAL MANAGEMENT</b>  <b>Objective:</b> Reduce fiscal vulnerabilities by restoring budget discipline, improving the effectiveness and efficiency of public expenditures, and improved resource mobilization.</p> <p>Outcome 1: An effective Medium Term Expenditure Framework operational by 2012</p> <ul style="list-style-type: none"> <li>• <u>Indicator 1:</u> Budget is executed consistent with the aggregate and ministerial expenditure ceilings approved by Parliament in the MTEF (2011-13).  <i>Baseline:</i> MTEF not approved by Parliament, no binding ministry ceilings, spending exceeds original budget amounts.</li> <li>• <u>Indicator 2:</u> Summary of multi-year public investment program annexed to budget and consistent with MTEF projections  Target: Annex included in budget with multi-year costing of projects vs. <i>Baseline:</i> Single year budget allocations only and no historical data.</li> </ul> <p>Outcome 2: Sustainable growth in public wage bill</p> <ul style="list-style-type: none"> <li>• <u>Indicator:</u> Annual expenditure for personnel is consistent with limits approved in MTEF and do not increase as a share of GDP above expected 2009 level.</li> </ul>	<ul style="list-style-type: none"> <li>• Fiscal Responsibility Law approved.</li> <li>• Independent Fiscal Council established.</li> <li>• MTEF approved by Parliament (prior to the annual budget) with three-year ceilings for major spending ministries and aggregate limit on personnel.</li> <li>• Wage bill for 2010 increases below the rate of inflation.</li> </ul>	<p>Ongoing:</p> <ul style="list-style-type: none"> <li>(a) Policy Briefs 2009</li> <li>(b) PEIR Update 2009</li> </ul> <p>New</p> <ul style="list-style-type: none"> <li>(c) DPL series</li> <li>(d) Programmatic series of PER updates focusing on opportunities for fiscal savings and efficiency gains in major expenditure categories, starting with education, health, transport, agriculture</li> <li>(e) AAA on fiscal decentralization</li> <li>(f) AAA on Public Financial Management</li> <li>(g) AAA on tax administration</li> </ul>

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<p>Target: no positive percentage variation against MTEF ceiling, and personnel expenditures at or below 2009 ratio to GDP. <i>Baseline:</i> 7.5 percent in 2009 and 8.4 percent in 2008</p>		
<p><b>1.2 PUBLIC ADMINISTRATION REFORM</b>  <b>Objective:</b> improve the public pay system to enhance transparency and predictability, motivate performance among public sector employees, attract and retain critical skills.</p> <p>Outcome: Align public sector pay system to EU practice (transparency, equity, ability to attract &amp; retain critical skills in public administration)</p> <ul style="list-style-type: none"> <li>• <u>Indicator 1:</u> Reduction in aggregate allowances and bonuses and limit amount for any individual Target: Maximum 30percent of the total public compensation.</li> <li>• <u>Indicator 2:</u> Align pay structures more closely to actual labor market conditions Target: Pay adjustments are targeted toward key positions reflecting salary survey results</li> </ul>	<ul style="list-style-type: none"> <li>• New salary legislation on public sector pay which limits non wage expenditures approved</li> <li>• Functional reviews of the public administration undertaken to identify budget resources that could be released for better targeting pay.</li> <li>• A detailed pay reform plan is approved by Government for implementing (a) a uniform job grading framework for the public service and (b) more closely aligning pay for selected benchmark jobs to actual labor market conditions (through a salary survey)</li> <li>• Regulations drafted that enforces compliance with merit based principles of employment and promotion</li> </ul>	<p>Ongoing</p> <p>(a) Public Sector Pay Practices in Romania 2007 and 2008</p> <p>New</p> <p>a) DPL series b) AAA on civil service pay, public administration and functional reviews</p>
<p><b>1.3 GOVERNANCE</b>  <b>Objective:</b> strengthen the efficiency and accountability of the justice system</p> <p>Outcome 1: Strengthened admin capacity of courts</p> <ul style="list-style-type: none"> <li>• <u>Indicator 1:</u> Introduction of new case mgmt techniques Target: new case mgmt techniques used by 30 percent of courts</li> <li>• <u>Indicator 2:</u> Trained economic managers Target: 50 percent of economic managers are trained and obtain satisfactory performance ratings</li> </ul> <p>Outcome 2: Enhanced competence, professionalism and</p>	<ul style="list-style-type: none"> <li>• Improved capacity of the court system to adjudicate disputes (in terms of fairness, speed, affordability, ability to enforce decisions)</li> <li>• New internal working arrangements within courts, whereby non-judicial tasks are transferred from judges to court clerks</li> <li>• Improved public image of the judiciary according to survey</li> </ul>	<p>Ongoing:</p> <p>a) Judicial Reform Project</p>

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integrity of judges and court staff <ul style="list-style-type: none"> <li>• <u>Indicator</u>: new qualification examination procedures are successfully piloted by NIM</li> </ul>		
<b>CAS PILLAR 2: GROWTH AND COMPETITIVENESS</b>		
<p><b>GOALS:</b> <i>in the short-run, put in place crisis-management measures in the financial sector; and in the medium-term, establish the building blocks for sustainable convergence to EU-average living standards through improved business environment, enhanced skills, better infrastructure and more efficient agriculture.</i></p> <p><b>Issues and Obstacles:</b> <i>The crisis has revealed weaknesses in financial sector supervision across the region, new, best practices will need to be adopted to strengthen the system. A recovery in growth will depend both on recovery in key trading partners and on the strength of Romania's own reforms and policies. All countries are seeking to emerge from the crisis in a strong position, so competition will be strong. Romania lags international competitors on education, business environment and agriculture productivity indicators. Transport and energy need significant investment and reform to be able to meet demand.</i></p>		
<p><b>2.1 FINANCIAL SECTOR</b></p> <p><b>Objective:</b> deepen and strengthen the resilience of the financial sector</p> <p>Outcome 1: Improved stability and resilience of the financial system to economic shocks</p> <ul style="list-style-type: none"> <li>• <u>Indicator 1</u>: Stress tests conducted, and Strategic Action Plan adopted and up-dated as needed</li> <li>• <u>Indicator 2</u>: Remove obstacles to out-of-court insolvency proceedings, and mortgage and corporate debt restructuring guidelines issued and applicable</li> </ul> <p>Outcome 2: Improved governance of financial sector supervision.</p> <ul style="list-style-type: none"> <li>• <u>Indicator 1</u>: Recommendations of the de La Rosiere report adopted, notably with respect to independence and autonomy of financial sector supervisors (CSA, CNVM, CSSPP)</li> <li>• <u>Indicator 2</u>: Supervision standards, regulations and practices strengthened (in line with Basel II)</li> </ul>	<ul style="list-style-type: none"> <li>• NBR has undertaken banking sector stress tests to serve as input into the Strategic Action Plan.</li> <li>• Amendments of the Insolvency Law are issued</li> <li>• A new draft Special Law on the Political Independence and Financial Autonomy of the Financial Sector Regulators and Supervisors is approved by Government</li> <li>• Legal and regulatory framework for bank resolution, mortgage and corporate debt restructuring improved</li> <li>• Internal governance structure for Basel II policy and accreditation decisions to be established within NBR</li> <li>• Assessment and amendments of (i) the adequacy definition of Fin. Conglomerates - Ordinance 99/06 and (ii) adequacy of supervision</li> <li>• Strengthen decision making and methods for Basel II adoption</li> </ul>	<p>Ongoing</p> <ul style="list-style-type: none"> <li>(a) FSAP November 2008</li> <li>(b) Consumer Literacy and protection</li> <li>(c) IFC financing to local financial institutions</li> </ul> <p>New</p> <ul style="list-style-type: none"> <li>(a) DPL series</li> <li>(b) Analytical and advisory services on financial sector</li> </ul>

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<p><b>2.2. BUSINESS ENVIRONMENT</b> Objective: improve the business environment, including institutional and policy framework for R&amp;D and innovation, and development of a knowledge-based society and economy.</p> <p>Outcome 1: Participation of disadvantaged communities in K-based society/economy</p> <ul style="list-style-type: none"> <li>• <u>Indicator</u>: Population in disadvantaged communities using LCeNs as tool for education, business or public admin (as percent of number of individuals with ICT access) Target 38 percent in 2011 vs. 17.5 percent in 2005</li> </ul>	<ul style="list-style-type: none"> <li>• National Strategy for the New Economy and Implementation of the Information Society. Develop</li> <li>• Local Community e-Networks (LCeNs) being used as tools to be used for education, business, public communication</li> </ul>	<p>Ongoing:</p> <ul style="list-style-type: none"> <li>a) Knowledge Economy project</li> <li>b) MAKIS project (R&amp;D component)</li> </ul> <p>New:</p> <ul style="list-style-type: none"> <li>(a) Advisory work on tax administration</li> </ul>
<p><b>2.3 EDUCATION</b> Objective: support Government to improve access to and quality of education in a fiscally sound manner</p> <p>Outcome 1: Improved efficiency in primary and secondary education by providing more flexible financing, more autonomy and enhanced accountability (focusing on results) to local authorities and school principles</p> <ul style="list-style-type: none"> <li>• <u>Indicator</u>: Increase in average class size. (Baseline: 19.6 in school year 2008/09. Target: 23 in school year 2013/14).</li> </ul> <p>Outcome 2: Provide financial support to tertiary students in a more equitable manner and with better incentives built into the support.</p> <ul style="list-style-type: none"> <li>• <u>Indicator 1</u>: Average duration of study of students receiving student loan compared to an appropriately selected “control group” of students (who will not receive the student loan).</li> <li>• <u>Indicator 2</u>: Average number of months it takes to find a job following graduation of students receiving student loan compared to an appropriately selected “control” group of students (who will not receive the student loan)</li> </ul>	<ul style="list-style-type: none"> <li>• Legislation adopted to enable per capita financing in eight counties, starting with school year 2010/11</li> <li>• All schools in 8 counties are financed using per capita finance, starting with school year 2010/11.</li> </ul> <ul style="list-style-type: none"> <li>• First disbursements from student loans scheme begin starting with the school year 2011/12</li> <li>• First cohort of students receiving student loans graduate from their programs in the summer of 2013.</li> </ul>	<p>Ongoing:</p> <ul style="list-style-type: none"> <li>(a) Knowledge Economy project</li> <li>(b) Rural Education project</li> <li>(c) Policy Briefs 2009</li> <li>(d) Education Policy Note in 2007</li> <li>(e) Discussion paper on Introducing a Student loan Scheme in Romania</li> <li>(f) PER update</li> </ul> <p>New:</p> <ul style="list-style-type: none"> <li>(a) TA on decentralization of primary and secondary education</li> <li>(b) TA program for the introduction of a Student Loans Scheme</li> <li>(c) IFC financing in private education</li> </ul>

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<p><u>Baseline and targets:</u> to be determined as part of the student loan design. However, students receiving loans should graduate faster and find jobs quicker than the appropriately selected control group of students</p>		
<p><b>2.4 AGRICULTURE AND RURAL DEVELOPMENT</b> Objective: provide advisory, technical and financial assistance to support the market-based restructuring and competitiveness of Romanian agriculture.</p> <p>Outcome 1: Increased capacity to provide advisory services to farmers and agro-processors in the EU accession environment</p> <ul style="list-style-type: none"> <li>• <u>Indicator</u> : Number of trained and graduated advisors Target 300 in 2013 vs. 0 in 2008</li> </ul> <p>Outcome 2: Support for regional convergence and territorial cohesion of Romania as defined in National Rural Development Plan 2007-2013</p> <ul style="list-style-type: none"> <li>• <u>Indicator</u>: Handbook of Socio-Econ Guide based on EU best practice available to farmers</li> </ul>	<ul style="list-style-type: none"> <li>• Systematic registration of property title of land in rural areas has begun</li> <li>• Integrated agricultural offices being rolled out nationwide</li> <li>• Piloting of socio-economic advisory services in X judet</li> <li>• Improved absorption rate of EU structural funds</li> <li>• Evidence of restructuring of the farming sector</li> </ul>	<p>Ongoing</p> <ul style="list-style-type: none"> <li>(a) CESAR project</li> <li>(b) MAKIS project</li> <li>(c) Irrigation Rehab and Reform project</li> <li>(d) AAA on the EU Common Agriculture Policy and national funds to maximize the impact on competitiveness.</li> <li>(e) AAA to strengthen the capacity of Government departments responsible for agriculture and rural development to enhance their strategic planning and programming capacity as one of the key expenditure categories in the budget</li> <li>(f) IFC direct lending to agribusiness projects and support to local financial institutions which provides MSMEs lending and agriculture financing</li> </ul>
<p><b>2.5 ENERGY AND ENVIRONMENT</b> Objective: Support Romania in implementing its energy strategy in line with EU Directives, including EU 20-20-20 targets, and implementing selected environmental directives.</p> <p>Outcome 1: Increase security of electricity supply through integration of regional markets, attracting private sector in the development of energy markets.</p> <ul style="list-style-type: none"> <li>• <u>Indicator 1</u>: Develop energy transmission services, including availability of ancillary services for stronger integration into regional markets, and absorption of energy generated by renewable sources.</li> </ul>	<ul style="list-style-type: none"> <li>• Romania and its electricity market and power system operates with help of ancillary services from Romania's Lotru project</li> </ul>	<p>Ongoing:</p> <ul style="list-style-type: none"> <li>(a) Energy Community in SEE</li> <li>(b) PRG Privatization of Banat and Dobrogea electricity distribution companies</li> <li>(c) Integrated Nutrient Pollution Control Project and GEF grant</li> <li>(d) Municipal Services Project</li> </ul>

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<ul style="list-style-type: none"> <li>Indicator 2: Increased private sector participation in investments in energy sector.</li> </ul> <p>Outcome 2: Implementation of the EU Water and Nitrate Directives</p> <ul style="list-style-type: none"> <li>Indicator : Favorable EU assessment of Romania's progress towards meeting EU Nitrates Directive</li> </ul>	<ul style="list-style-type: none"> <li>At least 80 percent of targeted NVZ show 10 percent reduction in nutrient discharge in water bodies</li> <li>Percentage of population in targeted NVZ area adopting preventive and remedial measures to reduce nutrient discharge</li> <li></li> </ul>	<p>New:</p> <ul style="list-style-type: none"> <li>a) IFC support to local financial institutions which provided energy efficiency lending.</li> <li>b) IFC direct lending to power projects and to renewable energy projects (wind and/or biomass).</li> </ul>
<p><b>2.6 TRANSPORT , HAZARD MITIGATION</b></p> <p>Objective: improve the efficiency of the roads and railways sub-sectors, help reduce the overall costs of transportation, improve road safety, and reduce the negative impacts of traffic congestion and pollution in selected cities.</p> <p>Outcome 1: Improved road safety</p> <ul style="list-style-type: none"> <li><u>Indicator</u>: Fatalities per 10,000 vehicles Target: 5 in 2009 vs. 6.7 in 2008</li> </ul> <p>Outcome 2: Improved emergency preparedness and response management</p> <ul style="list-style-type: none"> <li><u>Indicator 1</u>: The Emergency Management Information System is extended to include all central and local administration units</li> <li><u>Indicator 2</u>: A comprehensive Emergency Communication System is created to enable stable and reliable communication among decision makers and executive agencies during emergency.</li> <li><u>Indicator 3</u>: Investment programs for seismic retrofitting of public buildings, dam safety, and environmental safety of waste deposits from mining industry are prepared and funded.</li> </ul>	<ul style="list-style-type: none"> <li>Corrective measures taken at road sections with high traffic crash rates</li> <li>Road traffic crash database established</li> <li>Functionality of EMIS developed under Hazard Risk project is tested, and design for extension finalized</li> <li>Risk assessment of public buildings, dams and waste deposits is undertaken, based on country regulations to enable prioritization of investments</li> <li>Short term investment and financing plans prepared in accordance with risk assessment and prioritization.</li> </ul>	<p>Ongoing</p> <ul style="list-style-type: none"> <li>(a) Transport Restructuring</li> <li>(b) Transport Sector Support</li> <li>(c) Hazards Risks Mitigation and Emergency Preparedness Project</li> </ul> <p>New</p> <ul style="list-style-type: none"> <li>a) IFC support financing of private sector in financing PPPs</li> </ul>

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<b>CAS PILLAR 3: SOCIAL AND SPATIAL INCLUSION</b> <b>GOALS:</b> <i>in the short-term, protect the vulnerable from the adverse effects of the crisis; in the medium-term, promote social inclusion and regional development.</i> <b>Issues and Obstacles:</b> <i>The crisis will temporarily increase the number of poor people, especially those involved in service and manufacturing industries. The long-term poor in rural areas and among some population groups remain hard to reach. Some of the social assistance programs are not well targeted. The pension system can be important for poverty reduction, but is currently running a deficit and does not reach all those who need it. Romania's health indicators are lagging the average of those in the EU in important areas.</i>		
<b>3.1 SOCIAL INCLUSION</b> Objective: assist Romania to improve the social inclusion and living conditions of most disadvantaged and vulnerable people in the Romanian society  Outcome 1: Improved social inclusion of Roma living in poor settlements <ul style="list-style-type: none"> <li>• <b>Indicator:</b> Gap in living condition index between targeted settlements and neighboring communities Target: Reduce by 20 percent in 2013 vs. 2007 level (TBD)</li> </ul> Outcome 2: Increased inclusiveness of children in disadvantaged groups in Early Childhood Education services in targeted areas <ul style="list-style-type: none"> <li>• <b>Indicator:</b> Number of children in disadvantaged groups participating in ECE Target: 5 percent in 2013 vs. None in 2007</li> </ul>	<ul style="list-style-type: none"> <li>• Improvements in water and road infrastructure evident in targeted Roma communities</li> <li>• Roma in poor settlements report a closer link (through annual consultations) with the local authorities, for addressing community needs</li> <li>• <b>Number of children in disadvantaged groups participating in ECE increasing annually</b></li> </ul>	Ongoing: <ul style="list-style-type: none"> <li>(a) Social Inclusion Project</li> <li>(b) Rural Education project</li> <li>(c) Mine Closure and Socio-Economic Regeneration</li> </ul>

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<p><b>3.2. SOCIAL ASSISTANCE</b> Objective: improve the cost effectiveness and targeting of social assistance programs to mitigate the impact of the crisis on the vulnerable, and promote activation policies</p> <p>Outcome 1: increase the coverage and adequacy of the most efficient and well targeted social assistance program - the Guaranteed Minimum Income (GMI)</p> <ul style="list-style-type: none"> <li>• <u>Indicator 1</u>: Number of unpaid GMI entitled beneficiaries Target: 0 by 2011 vs. 25 percent in 2009</li> <li>• <u>Indicator 2</u>: Maintain level of benefit adequacy over time (share of benefits in average household consumption) Target: 25 percent in 2008 is maintained</li> </ul> <p>Outcome 2: Consolidate &amp; rationalize SA programs to better serve poor in most cost efficient manner</p> <ul style="list-style-type: none"> <li>• <u>Indicator</u>: Reduce the number of SA programs Target: 35 programs in 2008, reduced by 25 percent over the CPS period</li> </ul>	<ul style="list-style-type: none"> <li>• Legislation to improved design and funding of well targeted social assistance programs (e.g., GMI) is passed</li> <li>• More transparent and predictable GMI budget allocations &amp; benefits</li> <li>• Re-introduction of conditional cash transfer for CFB beneficiaries)</li> </ul>	<p>New:</p> <ul style="list-style-type: none"> <li>a) DPL series</li> <li>b) Programmatic poverty monitoring program</li> </ul>
<p><b>3.3. SOCIAL INSURANCE</b> Objective: strengthen the fiscal viability, integrity and equity of the multi-pillar pension system.</p> <p>Outcome 1: Improved fiscal sustainability of the public, pillar 1 pension.</p> <ul style="list-style-type: none"> <li>• <u>Indicator 1</u>: Deficit of Pension Pillar 1 is reduced as a result of parametric reforms (gradual move to indexation to inflation of pension benefits. Target: Reduced by 0.5 percent in 2015 as a result of parametric reforms</li> <li>• <u>Indicator 2</u>: Retirement age equalized Target: Increase retirement age for women to 65 beyond 2014</li> </ul> <p>Output 2: Improved equity of pension system</p> <ul style="list-style-type: none"> <li>• <u>Indicator</u>: Introduction of a zero pillar to cover elderly poor</li> </ul>	<ul style="list-style-type: none"> <li>• Pension legislation to introduces inflation indexation</li> <li>• Pension legislation introduces a move towards equalization of retirement age between men and women</li> <li>• Social insurance policy options for elderly poor, notably in rural areas, identified and solution initiated designing an appropriate social protection for elderly poor who are not covered at present</li> </ul>	<p>Ongoing</p> <ul style="list-style-type: none"> <li>(a) Policy Briefs 2009</li> <li>(b) Poverty Assessment Series (Phases I and II)</li> <li>(c) Pension Sector Policy Note 2007</li> <li>(d) Rapid Assessment of Impact of Economic Crisis on Poverty</li> </ul> <p>New:</p> <ul style="list-style-type: none"> <li>(a) DPL series</li> <li>(b) Analytical Work on Elderly Poor Pension Scheme</li> <li>(c) Analytical and advisory services on financial sector, and pension system</li> </ul>

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<p><b>3.4. HEALTH SECTOR</b> Objective: support the design and implementation of the Government's health sector reform program to (i) improve efficiency and quality of health services, (ii) mobilize additional resources for health and (iii) improve health outcomes</p> <p>Outcome 1: Better efficiency and quality of health services</p> <ul style="list-style-type: none"> <li>• <u>Indicator 1</u>: Annual rate of admission to acute care facilities Target: Reduce annual admission rate to acute care facilities from 229 per 1,000 people to below 200</li> <li>• <u>Indicator 2</u>: Annual growth rate of drug expenditures kept below 10 percent</li> <li>• <u>Indicator 3</u>: 24-hour death rate among patients treated in ER and then admitted to hospital Target: Decrease by 10 percent in 2013 vs. baseline 2007</li> <li>• <u>Indicator 4</u>: Maternal Mortality Ratio Target: decrease MMR by 20 percent in 2012 vs. baseline in 2004</li> </ul> <p>Outcome 2: Additional resources for health mobilized in a transparent and equitable manner</p> <ul style="list-style-type: none"> <li>• <u>Indicator 1</u>: Amount of copayment raised. Baseline: NA; target: TBD</li> <li>• <u>Indicator 2</u>: Coverage of copayment exemption among eligible population. Baseline: NA; target: &gt;70 percent</li> <li>• <u>Indicator 3</u>: percent of households with voluntary insurance. Baseline: NA. Target: 10 percent</li> </ul>	<ul style="list-style-type: none"> <li>• Adoption of the updated Hospital Rationalization Strategy through a Government Decision in/by 2010</li> <li>• Adoption of the Rural Primary Care Strategy in/by 2010</li> </ul> <ul style="list-style-type: none"> <li>• Adoption of the legislation of the revised benefit package, including (i) the introduction of copayments and exemption mechanisms for the poor and (ii) transparent mechanisms for inclusion of new technology and new drugs in the benefits package</li> <li>• Adoption of legislation for revised provider payment mechanisms</li> <li>• Adoption of legislation for voluntary health insurance</li> </ul>	<p>Ongoing</p> <ul style="list-style-type: none"> <li>(a) Health Sector Reform APL2</li> <li>(b) Health Sector Policy Note 2007</li> <li>(c) Policy Briefs 2009</li> <li>(d) IFC advisory services and financing to support private sector participation in the health sector</li> </ul> <p>New</p> <ul style="list-style-type: none"> <li>(a) DPL series</li> <li>(b) Analytical and advisory services on health sector reform</li> </ul>