








Results Matrix

Outcomes

Outcome:	1 Public servants from the Ministry of Finance with strengthened capabilities to implement the Public Sector Reform Program									
Indicators	Flags*	Unit of Measure	Baseline	Baseline Year	Means of verification	2022	2023	2024	EOP	
1.1 Policy reforms supported by the Program which are regulated incorporating lessons learned from pilot		# Regulations	0.00	2022		P	0.00	1.00	1.00	1.00
						P(a)	0.00	1.00	1.00	
						A				

 CRF Indicator

Outputs: Annual Physical and Financial Progress

1 1. Senior Civil Service Pilot, with gender equity approach						Physical Progress					Financial Progress					Theme Fund Flags				
Outputs	Output Description	Unit of Measure	Baseline	Baseline Year	Means of verification		2022	2023	2024	2025	EOP		2022	2023	2024	2025	EOP			
1.1 Pilot interventions implemented	Design and implementation of the pilot to train Paraguayan government teams in recruiting and selection processes	Pilots (#)	0	2022	Report uploaded to IDB website	P	0	1	0	0	1	P	0	20000	10000	0	30000	Institutional Development	W2C	
						P(a)	0	1	0	0	1	P(a)	0	20000	10000	0	30000			
						A						A								
1.2 Training workshops delivered	Training on senior civil service recruitment and selection processes	Workshops (#)	0	2022	Training certificates	P	1	1	0	0	2	P	0	20000	10000	0	30000	Institutional Development	W2C	
						P(a)	1	1	0	0	1	P(a)	0	20000	10000	0	30000			
						A						A								
2 2. Classification and Remuneration Pilot, with gender equity approach						Physical Progress					Financial Progress					Theme Fund Flags				
Outputs	Output Description	Unit of Measure	Baseline	Baseline Year	Means of verification		2022	2023	2024	2025	EOP		2022	2023	2024	2025	EOP			
2.1 Pilot interventions implemented	implementation of the pilot to define representative samples of positions, create job profiles with a standardized methodology	Pilots (#)	0	2022	Pilot Report	P	0	1	0	0	1	P	0	30000	10000	0	40000	Institutional Development	W2C	
						P(a)	0	1	0	0	1	P(a)	0	30000	10000	0	40000			
						A						A								
2.2 Training workshops delivered	Training for public servants on job profiles, job evaluation and pay determination techniques.	Workshops (#)	0	2022	Training certificates	P	0	1	1	0	2	P	0	10000	10000	0	20000	Institutional Development	W2C	
						P(a)	0	1	1	0	2	P(a)	0	10000	10000	0	20000			
						A						A								
3 3. Technical assistance for reform implementation						Physical Progress					Financial Progress					Theme Fund Flags				
Outputs	Output Description	Unit of Measure	Baseline	Baseline Year	Means of verification		2022	2023	2024	2025	EOP		2022	2023	2024	2025	EOP			
3.1 Action plans designed	Action plan for implementation of policies supported by the program	Action Plans (#)	0	2022	Documentation (including records)	P	0	0	0	1	1	P	0	0	20000	10000	30000	Institutional Development	W2C	
						P(a)	0	0	0	1	1	P(a)	0	0	20000	10000	30000			
						A						A								
4 4. Evaluation of the Public Sector Transformation Programmatic Series						Physical Progress					Financial Progress					Theme Fund Flags				
Outputs	Output Description	Unit of Measure	Baseline	Baseline Year	Means of verification		2022	2023	2024	2025	EOP		2022	2023	2024	2025	EOP			
4.1 Quasi-experimental impact evaluation (ex-ante or ex-post) performed	Impact evaluation implemented	Evaluation Final Report (#)	0	2022	Report uploaded to IDB website	P	0	0	0	1	1	P	0	0	0	50000	50000	Institutional Development	W2C	
						P(a)	0	0	0	1	1	P(a)	0	0	0	50000	50000			
						A						A								

Other Cost

Total Cost

	2022	2023	2024	2025	Total Cost
P		\$80,000.00	\$60,000.00	\$60,000.00	\$200,000.00
P(a)		\$80,000.00	\$60,000.00	\$60,000.00	\$200,000.00
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