	Quarter Progress (in %) - On Track/Achieved (76%-100%), Require Monitoring/Not					Quarterly Results				Quart	terly Resources
Expected Outputs	(76%-100%), Require Monitoring/Not Achieved (50%-75%), Require Urgent Management Attention (0-49%)	Planned Activities (as per AWP)	Activity Locations (as per AWP)	Brief Status Explanation	Challenges	Follow-up Action(s) & Due Date	Responsibility Lesson(s) Learn	t Anticipated Risks for Next Quarter	Preceding Quarter Follow-up Action(s) Status Explanation		Expenditure (S) % Delivery
Output 1: Performance based management a Indicator 1.1: Extent to which performance		architecture					1		Action(s) Status explanation	1	
tracking mechanism is in place and functional Baseline 1.1: 1 Not Functional		Activity Result 1.1.1: Comprehensive performance	mance management initiatives in plan	ce to improve performance and governance							
baseine 1.1: 1 Not renctional				The performance contracts are being reviewed by the Minister Ministry of							
Target 1.1: 2 [Very partially Functional]		2.1.1.a Finalize ministries&C** draft performance contracts with self-tracking	ISLAMABAD	Planning, Development and Reform (MOPDR) for further approval of Prime	Ensuring that the Ministry and Prime Minister agreed on the targets.		LINES			MV	
		guidelines for 11 ministries		THE STATE OF THE S	white appear on the suggest.		UNUF			25K	0 801
				The Ministries have identified Grade 19 government officials who will serve as							
				Coordinators. Advertisement has been floated on UNDP web portals and print							
		1.1.1.c Recruit focal persons from 11	IN AMARAD	media for hiring of 11 Focal Persons who will assist these Coordinators in conducting spadework for rolling out the performance	Identifying suitable candidates from within the Ministries to work as full time Focal			Insufficient applications received against advertised positions of Focal Persons. Ministries unable to identify suitable			
	40%	ministries to lead performance management and reporting	Pending Approval	contracts within their respective Ministries.	Persons.		UNDP	candidates to serve as Coordinators.		270K 270K	0 251 0 251
Indicator 1.2: Existent to which resources are available and effectively deliver on performance targets		Activity Result 1.2.1 : Human resources (gov	ernment officials) capacity developed	to lead, manage and sustain performance-cen	tred reforms						
Receive 1 2-2 (Very Partial Canarity)											
Baseline 1.2: 2 Very Partial Genacity											
				The procurement process of hiring of firm for training of 1000 senior government officers (grade 17-22) has been completed. RFP							
				regarding hiring of a firm for designing and implementing work skills training program							
				for senior government officials, was							
		1.2.1.a Design and implement broad-based training for 500 senior government officers		the UNDP Procurement website, UNGM web portal and in combined News Paper. The last date for bid submission was 4th February		As per recommendations of CAP committee, a pre-award contract meeting will be held					
Tarreet 1.2: 3 Partial Canacity		(G17 to 22), primarily from federal government, for improved	ISLAMABAD	2016. The CAP committee approved the selected bidder on 25th March. 2016.		with the proposed bidder as part of the due diligence process.	UNDP			100K	0 201
		performance/workplace skills (local framing)								11006	01 205
		1.2.1.b Design and implement broad-based		The design of the broad-based training for							
		training for 500 government officials from grades 1 to 16, primarily from federal		500 government officials from grades 1 to 16. primarily from federal government, for							
		government, for improved performance/workplace skills. (local	ISLAMABAD	improved performance/workplace skills has been prepared and shared with MoPDR.	Securing timely review of design by MoPDR.		MoPOR	Delays in securing approvals for the design and TORs.		50K	0 10
		training)									0 10
		1.2.1.c Design and implement specialist									
		training courses for officials leading particular reforms (RBM for 11 focal persons		A lead consultant will be hired who will be	This activity is linked to signing of						
		communications for GZC centre managers, managing open data websites, M&E for KPI	ISLAMABAD	designing the orientation modules for the 11 focal Persons to manage performance	performance contracts (Indicator 1.1) as well as hiring of 11 Focal Persons which is under			Delay in activity if hiring of 11 Focal Persons			
Indicator 1.3: Extent to which government	25%	Tracking Unit managers, website management for portal managers)	many hyport	contracts for their respective Ministries.	I procesú.		rumuP	is not completed during anticipated time.		20K 20K	0 51 0 51
applies digital/electronic measures to improve its functioning		Activity Result 1.3.1 : Wide-scale e-governar	ce measures in place to improve tran	sparency, accountability and responsiveness.							
Baseline 1.3: 2 [Very Partially]		1.3.1.a Develop 3-5 best-practice government portals to improve citizen-state					T T	T			1
Target 1.3: 3 [Partially]		interface and improve management findudes internal job placement features and automation of the appraisal system for	ISLAMABAD	Establishment, MOPR and FPSC websites have been reviewed. Design and business	Gaining consensus within MoPDR of the scope and functionality of the new web-	Advertisement of ToRS for MOPDR web		Delays in defining requirements and finalizing the RIP for the web-portal			
	25%	Establishment Division, and reforms progress interface for Planning Commission)	Pending Reprovid	automation features recommended.	portal	portal.	UNDP	development		70K 4	1.3K 251
Indicator 1.4: Extent to which institutions show innovation and citizen-centeredness		Activity Result 1.4.1: Innovation and citizen	centredness is promoted for excellen	ce in governance and public service delivery							
Baseline 1.4: 1 [Not at all] Target 1.4: 3 [Partially for C but not for I]			ISLAMABAD	Long list of public sector service delivery							
mages 2-4. 3 [Partially for Close flow for 1]		1.4.1.a Map innovations in the public sector	Index Apparel	innovations is being prepared.			UND9			35K 35K	0 501 0 501
							T T	T			1
				The procurement process for hiring of firm							
				to conduct first citizen's perception survey has been completed. The objective of this nation wide survey is to &CC Measure the							
				citizensates level of satisfaction with key							
				districts with poor service delivery failing short of citizensid ^{Co} satisfaction &CC Provide a platform for regularly tracking service							
				delivery performance of the government &CC Recognize improved and high performance							
				Provide regular feedback to government							
				perceived in the assessment of clients they are serving ACC Build confidence among							
		1.4.1.c Conduct first citizens' perception survey and at least one follow-up to measure citizens perceptions and how they change	ISLAMABAD	citizens that their concerns are heard and possibly reflected in responsive government molinies	Agreeing representative sample with the firm	Pre-award contract meeting with the selected bidder to be held as part of due religence	LINDS			100K	0 100
Output 2: Civil service and public administrat	20% ion reforms aimed at establishing distinct tran	over time (and with reforms) sparency and accountability mechanisms imp	lemented				,	•	* '	100K	0 10
Indicator 2.1: The extent to which research and analysis informs the implementation of reforms		Activity Result 2.1.1 : Research, analysis and	consensus needed to undertake refo	rms is completed							
Baseline 2.1: 2 To a small Extent											
		2.1.1.a Conduct research studies support work on five main themes of civil service		Research on pay, rightsizing, and training restructuring is underway. Initial findings have been circulated for comments and	Endorsement of various stakeholders like Establishment Division, Finance, FPSC and						
Target 2.1: 4 [To a great Extent]		reform: Institutional Structures, Recruitment, Capacity Building, Performance	ISLAMABAD	have been circulated for comments and information to MOPDR.	Cabinet on results and recommendations of research.	Presentation to Prime Minister. Integrating recommendations into the reform package.	MoPOR	Delay in approval of reforms package from the Prime Minister.		30K 7	7.6K 501
		Management, Compensation and Benefits		ToRs were developed by DPU but the						1.408. 7	501
		311 h Gallana and G	ISLAMABAD	process could not be completed which will be started afresh in next quarter.						SOK SOK	0 10
		2.1.1.b Civil servantsi "motivation study 2.1.1.c Develop research partnerships of federal and provincial governments with								, ara	9 10
		national and international research firms/academia/think tanks	No progress entered yet.								
		2.1.1.d Establish mechanism for Research for Innovation in Governance Fund	No progress entered yet.								
	160	2.1.1.e Publish "Governance Papers'	No progress entered yet.								
Indicator 2.2: Reforms are guided and supported by stakeholders	13.8	Activity Result 2.2.1 : Reforms are guided an		larly reviewed at different platforms							
	l										
Baseline 2.2: 2 [Very Partially]			1	Several meetings have been held with various stateholders like FPSC, establishment, Cabinet Division and Minister							
Baseline 2.2: 2 [Very Partially]					i e		1 1		1 1	1	
Baseline 2.2: 2 Very Partially		2.2.1.a Logistical support for stakeholder consultations on civil service reforms		MOPDR to discuss and agree upon the contents of the civil service reform package							
Baseline 2.2: 2 [Very Partially] Tarest 2.2: 3 [Partially]		consultations on civil service reforms (Governance Forum, All-Secretaries meetings, Planning Commission Reforms	ISLAMABAD	MOPDR to discuss and agree upon the contents of the civil service reform package and other matters related to the project including the work plan. (The meetings are mentioned in newsletters uploaded under	Securing agreement amone various						
		consultations on civil service reforms (Governance Forum, All-Secretaries	ISLAMABAD	MOPDR to discuss and agree upon the contents of the chil service reform package and other matters related to the project including the work plan. (The meetings are mentioned in newsletters uploaded under output 4.1.1a)	Securing agreement among various stakeholders.	Continuous process.	UNDP			20K 2	13.7K 201 13.7K 201
		consultations on civil service reforms [Covernance Forum, All-Secretaries meetings, Planning Commission Reforms Team, Pay Commission, Project Review Boards, Institutional Reforms Group and other stakeholder groups) 2.2.1.8 Review the reforms implementation	ISLAMABAD ISLAMABAD	including the work plan. (The meetings are mentioned in newsletters uploaded under	Securing agreement among various stakeholders.	Continuous encess.	lunde			20K 1	13.7K 201 13.7K 201
	250%.	consultations on civil service reforms (Governance Forum, All-Secretaries meetings, Planning Commission Reforms Team, Pay Commission, Project Review Boards, Institutional Reforms Group and other stakeholder groups) 2.2.1.8 Review the reforms implementation strates at needed	ISLAMABAD	including the work plan. (The meetings are mentioned in newsletters uploaded under output 4.1.1a)	Securing agreement among various stakeholders.	Continuous process.	UNDP			20K 1 20K 2 2K 2K	0 107 0 107
Tarees 2.2. 1 Partially Original 3: Providing measurement plong with	2006. Misclina implementation and monitoring of h	consultations on civil service reforms (Governance Forum, All-Secretaries meetings, Planning Commission Reforms Team, Pay Commission, Project Review Boards, Institutional Reforms Group and other stakeholder groups) 2.2.1.8 Review the reforms implementation strates at needed	ISLAMABAD	including the work plan. (The meetings are mentioned in newsletters uploaded under output 4.1.1a)	Securing agreement among various stageholders.	Continuous process	UNDP			20K 2 20K 2 2K 2K	13.7K 200 13.7K 200 0 101 0 101
Tweet 2.2: 31 Partially 1 Output 1: Powerly measurement along with tending to the residence 4.1: Extent to which capacity is developed to improve 500 information collections, southers and reconstruc-		consultations on ord service reforms [[Downstain Form, M. Scrittaries Borning Commission Reform Barriang Commission Reform Barriang Commission Reform Barriang Point Commission, Project Review Barriang Point Commission, Project Review Barriang Point Commission, Project Review Barriang Point Commission	ISLAMABAD	including the work plan. (The meetings are mentioned in newsletters uploaded under output 4.1.1a)	Securing agreement among various state frollows.	Continuous emcess.	Lunge			20K 3 20K 3 2K 2K	13.7X 2011 13.7X 2011 0 101 0 101
Coding 1. Theretically 1 Coding 1. Theretical measurement along with 1 Coding 1. Theretical measurement along 1 Coding 1. Theretical		consultations on ord service reforms (Documenter Fours, Miscartaines meetings, Parenting Commission Reforms Sam, Per Commission, Reforms Sam, Per Commission, Project Review other stakeholder prosess after stakeholder prosess 2.2.1.8 Persons the reforms implementation stratum and resident an emisled Code (2008) and social development indicates the stakeholder prosess.	ISLAMABAD	including the work plan. (The meetings are mentioned in newsletters uploaded under output 4.1.1a)	Securing agreement among various state frontiers.	Continuous emcess.	Lunce			20K 3 20K 3 2K 2K	13.7K 200 13.7K 200 0 1005
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Texas 4.2. 117s torse extent 1	4.2.1.a Implement a comprehensive communications strategy including media engagement/training, media presence, socia execta platforms, forming rithuralist personaft*° groups, and absociacy and communications products	ISLAMABAD Proposition of the Control	A Communication Consultant has been hired in February for 6 months to ownese implementation of the communication strategy, provide overall direction to communication installegy, provide overall direction to communication installed within the project, and produce high quality knowledge products. During the first quarter 2016, the consultant has produced communication productly forwaltstoryl for the months of Dec-13 to Mar-35.		News letters and other communication products for next quarter.	UNDP				40K 40K	0	25% 25%
Indicator 4.3: Types of knowledge created and shared (a. participation in events, b. qualished research, c. news reports) and												
used to influence apvernance reforms	Activity Result 4.3.1 : Knowledge is created	nd shared supporting innovation an	d reforms in governance and public service deli-	etty								
Baseline 4.3: 1 [None]												
			MOPDR is also steadily strengthening and									
			being recognised for its functions as a									
			convener and coordinator. In December									
			2015 they arranged a Governance Forum									
			which brought together more than 28									
			Ministries and 1200 participants from the									
			public sector, private sector, academia,									
			media and civil society to showcase eovernance reforms in their areas of work.									
			governance reforms in their areas of work, and to eather suggestions for 2016 onwards.									
			The 12 areas of discussion and policy									
			recommendations included: civil service									
	1	l	reforms; police & criminal justice; tax		l	1	1	l	1 1			
	1	l	reforms; accountability, transparency and		l	1	1	l	1 1			
	1	l	open government; e-governance; education		l	1	1	l	1 1			
	1	l	sector reforms; health sector reforms;		l	1	1	l	1 1			1
			investment climate: ease of doing business; Islamabad model city: effective local									
	1	l		Delayed release of tranche from the	l	1	1	l	1 1			
Target 4.3: 3 [Two of the three types]	4.3.1.b Organise international governance	ISLAMABAD	systems in public sector, service delivery and									
	reform conference in Pakistan (themes.	Product Assessed	citizen charters.	the Governance Forum.	l	UNDP	1	l	1 1	50K	0	15%
16	(nnovation, performance contracting etc.)		*				•			SOK	0	15%