



1. Project Data:		Date Posted : 11/30/2004	
PROJ ID: P079060		Appraisal	Actual
Project Name: SIMPLIFIED ICR - Colombia Programmatic Labor Reform And Social Structural Adjustment Loan	Project Costs (US\$M)	200	200
Country: Colombia	Loan/Credit (US\$M)	200	200
Sector(s): N/A	Cofinancing (US\$M)		
L/C Number: L7193			
	Board Approval (FY)		4
Partners involved :	Closing Date	03/31/2004	03/31/2004
Prepared by :	Reviewed by :	Group Manager :	Group:
Elliott Hurwitz	Laurie Effron	Kyle Peters	OEDCR
2. Project Objectives and Components			
a. Objectives			
Overall Objectives: (a) Increase employment; (b) raise human capital formation; (c) strengthen social protection . To be achieved by, 1. supporting reform of GOC labor regulations; 2. implementing Law 715 to increase decentralization of education and health services; and 3. developing integrated, more efficient social protection system .			
b. Components			
Specific Objectives by Component			
A. Institution of effective authority to develop a comprehensive social risk management system to protect the poor and vulnerable against the threats and consequences of illness, unemployment, poverty and economic volatility .			
B. Greater access of poor children to Colombian Institute for Family Welfare (ICBF) Assistance and prevention programs through establishment of an explicit targeting policy .			
C. Achievement of at least 95% coverage rate of 0-5 year old children by 2006 for the Expanded Program of Immunization (PAI) .			
D. Advances in health system reform, expanding insurance coverage of the poor, reducing subsidies to public hospitals, and ensuring quality of services of health insurers and care providers .			
E. Implementation of labor and training reform to reduce difference between employers' hiring /training cost and workers' acceptable wage, while improving the social protection of vulnerable workers .			
F. Acceleration of educational reforms to enhance access to basic and secondary schools .			
G. Greater transparency and social control of social programs through greater participatory oversight by citizens and by periodic evaluation.			
c. Comments on Project Cost, Financing and Dates			
3. Achievement of Relevant Objectives:			
A. Ministry of Social Protection merged ministries of Labor and Health and also put under its authority autonomous agencies funded by earmarked payroll taxes .			
B. GOC improved access of poor children to ICBF assistance and prevention programs, and established policy targeting poorest children (see sec 4).			
C. PAI immunization coverage was significantly increased (sec 4).			
D. Further progress was achieved in implementation of health reform (Law 100/93): coverage of new affiliates was increased (sec 4); implementation of strict ceiling, with specified exceptions, to continuing subsidies to public hospitals; compliance with the agreed Hospital Restructuring Plan; increased proportion of hospitals licensed according to regulatory decrees .			
E. Law 789 was passed and related regulations were promulgated . These reduce the cost of employing hard-to-employ groups, make the training system more flexible, and expand the pool of apprentices that can be hired .			
F. Educational reforms included an increase in enrollment of 500,000 students and a increase of 1.6 in the student-teacher ratio from 2002 to 2004. Also, a requirement was implemented for 90% of 9th grade teachers			

requiring the evaluation of teacher performance and student learning .

G. Progress in transparency was achieved by requiring regular impact evaluation of social programs and evidence that a more transparent model is being utilized in accordance with guidance provided by the National Planning Department.

4. Significant Outcomes/Impacts:

- By December, 2003, 322,000 children were reached by ICBF programs, exceeding project target of 300,000
- PAI immunization coverage rate of 90-95% for key immunizations was reached by December, 2003 (meeting project targets), with sufficient funding to make it likely that expected rate of 95% can be reached by 2006
- Health insurance coverage was extended to 500,000 new affiliates (exceeding project benchmark of 300,000)
- Number of National Training Program (SENA) graduates rose 50% from 2002 to 2003 (meeting benchmark)
- From 2002 to 2004, the number of basic and secondary school students increased by 500,000 and the student-teacher ratio increased by 1.6 (exceeding project benchmark)

5. Significant Shortcomings (including non-compliance with safeguard policies):

There were no significant shortcomings

6. Ratings :	ICR	OED Review	Reason for Disagreement /Comments
Outcome :	Satisfactory	Highly Satisfactory	The project achieved or exceeded all relevant objectives with no significant shortcomings.
Institutional Dev .:	Substantial	Substantial	
Sustainability :	Likely	Likely	
Bank Performance :	Satisfactory	Satisfactory	
Borrower Perf .:	Satisfactory	Satisfactory	
Quality of ICR :		Satisfactory	

NOTE: ICR rating values flagged with '*' don't comply with OP/BP 13.55, but are listed for completeness.

7. Lessons of Broad Applicability:

- Joint Bank-GOC analytical work on training, health, and education issues helped establish a consensus that facilitated project progress
- Project focus on monitoring key outcomes permitted inclusion of a broader range of sectors than would otherwise have been possible

8. Assessment Recommended? Yes No

9. Comments on Quality of ICR:

The ICR provides excellent detail on the outputs and outcomes associated with the project . The succinctness of the ICR and its focus on outcomes makes it more compelling .