REPUBLIC OF BURKINA FASO

Public Administration Country Profile

Division for Public Administration and Development Management (DPADM)
Department for Economic and Social Affairs (DESA)
United Nations

February 2004

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Thomas Sankara took power in a 1983 coup and gave the country its present name, which translates as "land of honest men". Sankara was assassinated in a coup which brought Capt. Blaise Compaore to power in October 1987.

With Compaore a democratic constitution was approved by referendum in 1991. In December 1991, Compaore was elected president, running unopposed after the opposition boycotted the election. The opposition did participate in the following year's legislative elections, in which the ruling party won a majority of seats.

Burkina held multiparty municipal elections in 1995 and 2000 and legislative elections in 1997 and 2002. The Congress for Democracy and Progress (CDP), the governing party, won overwhelming majorities in all the elections until the 2002 legislative election, where the CDP won with a small majority of the 111 seats. The opposition made large gains in the 2002 elections.

Burkina remains committed to the structural adjustment program it launched in 1991, and it has been one of the first beneficiaries of the World Bank/IMF debt-relief and poverty reduction programs for highly indebted poor countries. At least 20% of the government budget is financed from international aid, and the majority of infrastructure investments are externally financed. Growth rates have been more than 5% from the late 1990s through 2002.

Source: BBC - Burkina Faso Country Profile (edited) & U.S. Department of State - Background Notes (edited)
# 1. General Information

## 1.1 People

<table>
<thead>
<tr>
<th></th>
<th>Burkina Faso</th>
<th>Mali</th>
<th>Niger</th>
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</thead>
<tbody>
<tr>
<td><strong>Population</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total estimated population (,000), 2003</td>
<td>13,002</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female estimated population (,000), 2003</td>
<td>6,643</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male estimated population (,000), 2003</td>
<td>6,359</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sex ratio (males per 100 females), 2003</td>
<td>96</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average annual rate of change of pop. (%), 2000-2005</td>
<td>2.95</td>
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</table>

## Youth and Elderly Population

<table>
<thead>
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</thead>
<tbody>
<tr>
<td>Total population under age 15 (%), 2003</td>
<td>45</td>
<td>49</td>
<td>50</td>
</tr>
<tr>
<td>Female population aged 60+ (%), 2003</td>
<td>4</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Male population aged 60+ (%), 2003</td>
<td>4</td>
<td>3</td>
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</tbody>
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## Human Settlements

<table>
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<th>Burkina Faso</th>
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<th>Niger</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban population (%), 2001</td>
<td>17</td>
<td>31</td>
<td>21</td>
</tr>
<tr>
<td>Rural population (%), 2001</td>
<td>83</td>
<td>69</td>
<td>79</td>
</tr>
<tr>
<td>Urban average annual rate of change in pop. (%), '00-'05</td>
<td>5.11</td>
<td>5.08</td>
<td>6.04</td>
</tr>
<tr>
<td>Rural average annual rate of change in pop/ (%), '00-'05</td>
<td>2.56</td>
<td>1.89</td>
<td>2.95</td>
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</tbody>
</table>

## Education

<table>
<thead>
<tr>
<th></th>
<th>Burkina Faso</th>
<th>Mali</th>
<th>Niger</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total school life expectancy, 2000/2001</td>
<td>2.8(^i)</td>
<td>2.1(^i)</td>
<td>2.6 (^i)</td>
</tr>
<tr>
<td>Female school life expectancy, 2000/2001</td>
<td>2.2(^i)</td>
<td>1.4(^i)</td>
<td>2.1 (^i)</td>
</tr>
<tr>
<td>Male school life expectancy, 2000/2001</td>
<td>3.9(^i)</td>
<td>2.7(^i)</td>
<td>3.2 (^i)</td>
</tr>
<tr>
<td>Female estimated adult (15+) illiteracy rate (%), 2000</td>
<td>85.9</td>
<td>84(^i)</td>
<td>91.5(^i)</td>
</tr>
<tr>
<td>Male estimated adult (15+) illiteracy rate (%), 2000</td>
<td>66.1</td>
<td>64.2(^i)</td>
<td>76.2(^i)</td>
</tr>
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</table>

## Employment

<table>
<thead>
<tr>
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<th>Burkina Faso</th>
<th>Mali</th>
<th>Niger</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unemployment rate (15+ (%), 2000</td>
<td>..</td>
<td>..</td>
<td>..</td>
</tr>
<tr>
<td>Female adult (+15) economic activity rate (%), 2000</td>
<td>79(^i)</td>
<td>..</td>
<td>22(^i)</td>
</tr>
<tr>
<td>Male adult (+15) economic activity rate (%), 2000</td>
<td>89(^i)</td>
<td>..</td>
<td>94(^i)</td>
</tr>
</tbody>
</table>

Notes: \(^i\) 1993; \(^i\) 1990; \(^i\) 1987; \(^i\) 1988; \(^i\) 1988, Age 20+ years

## 1.2 Economy

<table>
<thead>
<tr>
<th></th>
<th>Burkina Faso</th>
<th>Mali</th>
<th>Niger</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GDP</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GDP total (millions US$), 2002</td>
<td>2,839</td>
<td>3,163</td>
<td>2,170</td>
</tr>
<tr>
<td>GDP per capita (US$), 2002</td>
<td>240</td>
<td>279</td>
<td>188</td>
</tr>
<tr>
<td>PPP GDP total (millions int. US$), 2002</td>
<td>11,972(^i)</td>
<td>9,964</td>
<td>8,937(^i)</td>
</tr>
<tr>
<td>PPP GDP per capita(int. US$), 2002</td>
<td>1,012(^i)</td>
<td>878</td>
<td>774</td>
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</table>

## Sectors

<table>
<thead>
<tr>
<th></th>
<th>Burkina Faso</th>
<th>Mali</th>
<th>Niger</th>
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</thead>
<tbody>
<tr>
<td>Value added in agriculture (% of GDP), 2003</td>
<td>31.0</td>
<td>38.4</td>
<td>39.9</td>
</tr>
<tr>
<td>Value added in industry (% of GDP), 2003</td>
<td>18.9</td>
<td>26.1</td>
<td>16.8</td>
</tr>
<tr>
<td>Value added in services (% of GDP), 2003</td>
<td>50.1</td>
<td>35.5</td>
<td>43.4</td>
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## Miscellaneous

<table>
<thead>
<tr>
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<th>Burkina Faso</th>
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<th>Niger</th>
</tr>
</thead>
<tbody>
<tr>
<td>GDP implicit price deflator (annual % growth), 2003</td>
<td>2.2</td>
<td>1.8</td>
<td>-0.4</td>
</tr>
<tr>
<td>Private consumption (% of GDP), 2003</td>
<td>83.4</td>
<td>71.1</td>
<td>83.7</td>
</tr>
<tr>
<td>Government consumption (% of GDP), 2003</td>
<td>12.8</td>
<td>9.9</td>
<td>11.3</td>
</tr>
</tbody>
</table>

Notes: \(^i\) Estimate is based on regression; other PPP figures are extrapolated from the latest International Comparison Programme benchmark estimates

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\(^i\) United Nations Statistics Division:  
\(^i\) Statistics Division and Population Division of the UN Secretariat;  
\(^i\) Statistics Division and Population Division of the UN Secretariat;  
\(^i\) Population Division of the UN Secretariat;  
\(^i\) UNESCO;  
\(^i\) ILO;  
\(^i\) ILO/OECD

\(^i\) World Bank - Data and Statistics:  
\(^i\) Quick Reference Tables;  
\(^i\) Data Profile Tables;  
\(^i\) Country at a Glance
### 1.3 Public Spending

<table>
<thead>
<tr>
<th>Public expenditures</th>
<th>Burkina Faso</th>
<th>Mali</th>
<th>Niger</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education (% of GNP), 1985-1987</td>
<td>2.3</td>
<td>3.2</td>
<td>..</td>
</tr>
<tr>
<td>Education (% of GNP), 1995-1997</td>
<td>3.6</td>
<td>2.2</td>
<td>2.3</td>
</tr>
<tr>
<td>Health (% of GDP), 1990</td>
<td>1</td>
<td>1.6</td>
<td>..</td>
</tr>
<tr>
<td>Health (% of GDP), 1998</td>
<td>1.5</td>
<td>2.1</td>
<td>1.2</td>
</tr>
<tr>
<td>Military (% of GDP), 1990</td>
<td>3</td>
<td>2.1</td>
<td>..</td>
</tr>
<tr>
<td>Military (% of GDP), 2000</td>
<td>1.6</td>
<td>2.5</td>
<td>1.4</td>
</tr>
<tr>
<td>Total debt service (% of GDP), 1990</td>
<td>1.2</td>
<td>2.8</td>
<td>4</td>
</tr>
<tr>
<td>Total debt service (% of GDP), 2000</td>
<td>2.5</td>
<td>4.2</td>
<td>1.6</td>
</tr>
</tbody>
</table>

Notes:  
1. Data refer to a year or period other than that specified;  
2. As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).  
3. Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.  
4. Excluding education, health and police – if available (view Country Sources for further explanations).

### 1.4 Public Sector Employment and Wages

#### Employment

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Civilian Central Government&lt;sup&gt;a&lt;/sup&gt;</td>
<td>(.000) 37.0 ..</td>
<td>..</td>
<td>..</td>
<td>..</td>
<td>..</td>
</tr>
<tr>
<td>(% pop.)</td>
<td>0.38 ..</td>
<td>..</td>
<td>0.30</td>
<td>0.14</td>
<td>0.46</td>
</tr>
<tr>
<td>Sub-national Government&lt;sup&gt;b&lt;/sup&gt;</td>
<td>(.000) ..</td>
<td>..</td>
<td>..</td>
<td>..</td>
<td>..</td>
</tr>
<tr>
<td>(% pop.)</td>
<td>.. ..</td>
<td>..</td>
<td>0.30</td>
<td>0.14</td>
<td>0.46</td>
</tr>
<tr>
<td>Education employees</td>
<td>(.000) ..</td>
<td>..</td>
<td>..</td>
<td>..</td>
<td>..</td>
</tr>
<tr>
<td>(% pop.)</td>
<td>.. ..</td>
<td>..</td>
<td>0.62</td>
<td>0.31</td>
<td>0.91</td>
</tr>
<tr>
<td>Health employees</td>
<td>(.000) 285.0 121.8</td>
<td>..</td>
<td>..</td>
<td>..</td>
<td>..</td>
</tr>
<tr>
<td>(% pop.)</td>
<td>2.92 1.14</td>
<td>..</td>
<td>0.29</td>
<td>0.39</td>
<td>0.62</td>
</tr>
<tr>
<td>Police</td>
<td>(.000) ..</td>
<td>4.2</td>
<td>..</td>
<td>..</td>
<td>..</td>
</tr>
<tr>
<td>(% pop.)</td>
<td>.. 0.04</td>
<td>..</td>
<td>0.07</td>
<td>0.05</td>
<td>0.30</td>
</tr>
<tr>
<td>Armed forces</td>
<td>(.000) 6.0 5.8</td>
<td>..</td>
<td>..</td>
<td>..</td>
<td>..</td>
</tr>
<tr>
<td>(% pop.)</td>
<td>0.06 0.05</td>
<td>..</td>
<td>0.26</td>
<td>0.19</td>
<td>0.33</td>
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<tr>
<td>SOE Employees</td>
<td>(.000) ..</td>
<td>27.6</td>
<td>..</td>
<td>..</td>
<td>..</td>
</tr>
<tr>
<td>(% pop.)</td>
<td>.. 0.26</td>
<td>..</td>
<td>..</td>
<td>..</td>
<td>13.1</td>
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<tr>
<td>Total Public Employment</td>
<td>(.000) ..</td>
<td>..</td>
<td>..</td>
<td>..</td>
<td>..</td>
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<tr>
<td>(% pop.)</td>
<td>.. ..</td>
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#### Wages

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</tr>
</thead>
<tbody>
<tr>
<td>Total Central gov’t wage bill</td>
<td>4.4</td>
<td>4.8</td>
<td>6.1</td>
<td>5.3</td>
<td>5.4</td>
</tr>
<tr>
<td>Total Central gov’t wage bill</td>
<td>42.1</td>
<td>..</td>
<td>28.9</td>
<td>31.8</td>
<td>24.7</td>
</tr>
<tr>
<td>Average gov’t wage</td>
<td>(.000 LCU) 1,200</td>
<td>1,364</td>
<td>..</td>
<td>..</td>
<td>..</td>
</tr>
<tr>
<td>Real ave. gov’t wage (*’97 price)</td>
<td>(.000 LCU) 1,400</td>
<td>1,396</td>
<td>..</td>
<td>..</td>
<td>..</td>
</tr>
<tr>
<td>Average gov’t wage to per capita GDP ratio</td>
<td>11.4</td>
<td>10.8</td>
<td>4.8</td>
<td>6.3</td>
<td>4.4</td>
</tr>
</tbody>
</table>

Source: World Bank - Public Sector Employment and Wages

<sup>a</sup> UNDP - Human Development Report 2002  
<sup>b</sup> Data refer to total public expenditure on education, including current and capital expenditures.  
<sup>c</sup> As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).  
<sup>d</sup> Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.  
<sup>e</sup> Excluding education, health and police – if available (view Country Sources for further explanations).
2. Legal Structure

After two decades of the political system being dominated by several coup d’etats and military rule, Burkina Faso underwent a series of political changes in the early 1990’s. A multi-party system was introduced with the enactment of a new constitution in June 1991 by referendum (amended in 1997, 2000 and 2002) and presidential election was held in December the same year followed by legislative elections in May 1992.


2.1 Legislative Branch

Unicameral National Assembly or Assemblée Nationale (111 seats; members are elected by popular vote to serve five-year terms).\(^9\)

\[ \text{women in parliament: } 13 \text{ out of 111 seats: (12%).} \] \(^b\)

The Constitutional reform of January 2002 abolished the House of Representatives replacing it with the National General Conference (Conférence générale de la Nation).

The functioning National Assembly of Burkina Faso is composed of 111 Deputies elected by direct popular vote.

The National Assembly passes legislation as it is introduced by the government. However, in some circumstances (legislations relative to citizenship, civil rights and civil liberties, etc.) the consultation with the Chamber of Representative is required. Voters can also introduce legislation after securing 15,000 signatures from legitimates voters.

When legislation is approved by the National Assembly, it is sent to the President of the Republic for promulgation 21 days after its transmission. The President can send the text back to the National assembly for a second look.

If a bill is not signed during the required period, it automatically becomes applicable law after observation by the Constitutional Council (Conseil Constitutionnel). The President of Burkina Faso is the President of the Constitutional Council.

Source: 1997 Constitution (in French)

2.2 Executive Branch

\[ \text{cabinet: Council of Ministers appointed by the president on the recommendation of the prime minister} \]

\[ \text{elections: President elected by popular vote for a five-year term; election last held 15 November 1998 (next to be held 2005)} \]

The President of Burkina Faso is elected by popular vote for a 5-year term. The President can be reelected only once. This article was last modified in April 2000 to

\(^1\) The amendments of the 1997 Constitution reaffirm in particular the freedom of creation of the political parties (art.13), the conditions of eligibility and the re-eligibility of the President of the Republic without limitation of time (Article 37 and 38) (International Labour Organization (NATLEX) – Constitutional Law)

\(^9\) Source of fact boxes if nothing else stated: The World Factbook - Burkina Faso

\(^b\) Inter-Parliamentary Union - Women in National Parliaments

\(^i\) Confirmed by Electionworld.org - Burkina Faso
shorten the presidential term from seven years to five, enforceable as of 2005 with the next election.\footnote{It is unclear whether this amendment will be applied retroactively or not; \textit{U.S. Department of State (Background Notes)} - Burkina Faso & \textit{The World Factbook} - Burkina Faso}

The Prime Minister is appointed by the president with the consent of the legislature. After consultation with the Prime Minister, the President of the National Assembly and the President of Chamber of Representatives, the President of Burkina Faso can dissolve the National Assembly. In case of dissolution of the National Assembly, next election will be held within 30 to 60 days. The President cannot dissolve the Assembly a second time in the year following election though.

The President is the Supreme Commander of the National Armed Forces. In that capacity, he is the President of High Council of Defense (Conseil Supérieur de la Défense).

Source: 1997 Constitution (in French)

The Constitution stipulates that the Head of State also is the President of the Superior Council of the Magistrature, which can nominate and remove high-ranked magistrates and can examine the performance of individual magistrates.


\textbf{2.3 Judiciary Branch}

Supreme Court; Appeals Court.

The \textit{Constitution} provides for an independent judiciary [Art. 129] and the president is the guarantor of the independence of the judiciary [Art. 131].

The amended 2000 Constitution establishes the court system:

- \textit{Cour de cassation} (Supreme Court of Appeal)
- \textit{Conseil d’État} (the Council of State)
- \textit{Cour des comptes} (the Audit Court), and
- \textit{Cours et les tribunaux} (Lower courts and tribunals)

The Supreme Court of Appeal is the high jurisdiction of the judiciary system, the Council of State is the high jurisdiction for administrative matters (public administration), and the Audit Court is the high jurisdiction audit and monitoring of public Finance.

There also is a High Court of Justice, with jurisdiction to try the president and senior government officials for treason and other serious crimes. The High Court of Justice is composed of Deputies elected by the National Assembly and justices nominated by the President of the Court of Cassation.

The Constitution stipulates that the Head of State also is the President of the Superior Council of the Magistrature, which can nominate and remove high-ranked magistrates and can examine the performance of individual magistrates. This institution is also responsible for recommendation for nomination, promotion and transfer of judges.

The Constitutional Council is comprised by a President, three magistrates named by the President on a proposal from the Minister for Justice, three members named by
the President, and three members named by the President of the National Assembly. Except for its President, the members of the Constitutional Council serve for nine years. One-third of the members are renewed every three years.


2.4 Local Government

In August 1998, Burkina Faso embarked on decentralization governed by Law No. 40/98/AN. The objective of this law is to cede more administrative and financial autonomy to local communities. According to Article 3, political and administrative decentralization is to go hand in hand with local management of services in order too give more say to local governments in the management of those services.

Article 6 defines local communities as province and commune. The commune can be qualified as urban commune or rural commune. Beside these two types of local government, there are other types of administrative entities: Province, Department, and village. The administration entities represent the authority of the central government at local level and hence coordinate central government services at local level. The Province is both an administrative entity and a local community.

In Burkina Faso, decentralization policy is dictated by the ability of the local community to mobilize local financial resources to run the local government. A “rural commune” should have at least 5,000 inhabitants and local economic activities should a potential of generating at least CFA 5 millions\(^k\). The thresholds for an “urban commune” are 10,000 inhabitants and CFA 15 millions in receipts. The commune, rural or urban, operates a balanced budget. The administrative city of a Province or a Department has the status of a commune regardless of these thresholds.

A commune that has been unable to collect 75 percent of its budget revenue for 3 budget years will loose its status of autonomous local government. An urban commune could be reclassified (to rural commune). Administrative cities of Provinces and Departments are not concerned by this rule.

A commune is divided into sectors and under particular circumstances several sectors could be regrouped into arrondissement within the same urban commune. The commune is administered by an elected Mayor.

The Province is divided into Departments, communes, and villages. It is administered by a High-Commissioner assisted by a consultative body called Council of Cadres of the Province (Conseil des Cadres de la Province).

Local governments (communes and provinces) have legal and financial autonomy. In this regard they can undertake any activity aimed at promoting economic, social, and cultural development of the commune/province. A commune or province can pass or get in contract with other economic entities of with the State. It also can engage in cooperation with other public national or foreign entities.


\(^k\) Communaute Financiere Africaine (CFA) francs. March 2004: CFA francs 543 = 1 USD.
3. The State and Civil Society

3.1 Ombudsperson
The Mediator (Ombudsman) is both an institution and an independent authority that is appointed for five-year, non-renewable term, by presidential decree after consultations with numerous authorities. His decisions are irrevocable and independent of directives from any authority. The Mediator deals with disagreements between private citizens, associations, and the administration or other state agencies. If the complaint is justified, the Mediator instructs the agency at fault to settle the dispute amicably even if the affair goes to court. He may also order the administration to revise its decision, or make proposals for improvements in the operation of the state agency in question. Likewise, whenever the complaint stems from an unfair application of the law, the Mediator may propose amendments to this law.

Source: Embassy of Burkina Faso (DC, USA) - Burkina in depth

3.2 NGOs

Source: Institution - Title

3.3 Civil Society

Source: Institution - Title
4. Civil Service

In 1986 the first Civil Service Reform in Burkina Faso was materialized by establishing the General Statute of Public Employees. This Statute was concerned with the legal classification of the notion ‘civil servant’, narrowing the salary range and the adoption of a new wage scale. In 1988 a new reform was announced, establishing the General Statute of the Civil Service and in 1991, the Action Plan for the Modernisation of the Burkinabé Administration was adopted, which coincided with the creation of the Ministry of Civil Service and Modernisation of the Administration. Additionally in 1994 another Action Plan broadened the scope of the 1991 Action Plan.


4.1 Legal basis

In April and May 1998 the Parliament of Burkina Faso adopted three acts to support the Public Administration Reform:

- Act 010/98/AN concerning the Method of State Intervention and the Division of Competencies between the State and (other) Actors in the Development;
- Act 013/98/AN concerning the Juridical System applicable to the Employment and the Employees of the Civil Service;
- Act 020/98/AN concerning the Norms of the Creation, the Organisation and the Management of the Structures of the State Administration.

Act 010, adopted April 21 1998, has been divided into two major components. The first component is the determination of the core and secondary missions of the central government. The second component is concerned with the determination of the division of competencies between the state and other actors in the development of Burkina Faso (local authorities, NGOs and the private sector).


4.2 Recruitment

The general conditions for gaining to access government position in Burkina Faso are set forth in article 10 and 11 of Law no 13/98/AN:

- Being a Burkinabe citizen;
- Being cleared for military service or other civic requirements related;
- To pass medical tests for physical and mental health;
- Being at least 18 year-old and younger than 35;
- Never have been condemned for more than 3 months in prison or 18 months probation.

If motivated and in some particular circumstances, people older than 35 or with a foreign citizenship can be hired and given a contract (sous contrat). This situation of
sous contrat is very different from the case of being a “full state employee” or sous statut or fonctionnaire in that the sous contrat employee can see his/her contract terminated any time and will be hired as long as the job does exist whereas a sous statut job is more like a permanent contract and cannot be terminated easily.

Not available online

4.3 Employment Structure
In this section, the State’s employees will be referred to as “permanent civil servants” (fonctionnaires or sous statut). Jobs performed by permanent civil servants are classified in 4 categories A, B, C, and D from highest to lowest. Each category is divided into 3 classes 1, 2, and 3 from highest to lowest, and each class is divided into a number of steps as indicated in the table below.

<table>
<thead>
<tr>
<th>Structure of permanent civil servants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category</td>
</tr>
<tr>
<td>A</td>
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<td></td>
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<tr>
<td>B</td>
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<tr>
<td>D</td>
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<tr>
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</tbody>
</table>

Reference: Burkina Faso, Act no. 13/98/AN, article 61

Contractual State employees (sous contract) are classified in 5 categories 1, 2, 3, 4, and 5 from highest to lowest. The first four categories are divided into 3 classes while the fifth is broken into 2. The classes are ranked from highest to lowest by A, B, and C.

Not available online

4.4 Promotion
Permanent Civil Servants (fonctionnaires)
Civil Servants in this category are evaluated every year. The evaluation is a quotation between 0 and 10 that is supposed to measure the output (rendement) of the employee during the last year. It is in line with that quotation that s/he will be promoted to higher step or high class –as described above- with financial gain in her/his salary.

Every two years with an average quote of at least 60 percent, the civil servant is promoted to the next step [article 80 law no 13/98/AN]. For promotion to higher class, a public notice is issued by the by Ministry employing the concerned civil servant, after recommendation from an ad hoc Ministry board. This promotion is merit based and requires at minimum:
For promotion to Class 2, the civil servant should have accomplished a minimum of 10 year period in Class 1, with an average quotation of 80 percent.

For promotion to Class 3, the civil servant should have accomplished at least 8 years in Class 2 with an average quote of 80 percent.

Besides these two common promotions, articles 84 to 90 of Act no. 13/98/AN defines the requirements for promotion from a category to another. It is generally after a training of acquisition of a new academic degree.

*Contractual State Employees (sous contrat)*

In this category there are two different cases:

- For the State employees hired for a temporarily job – such as a survey or census- there is no promotion involved since the job does not lead to any type of career in Public Administration.

- The second case is that of contractual employees whose jobs appear to be long lasting or permanent. In this case the State employee is entitled to incentive for experience (*prime d’ancienneté*) and incentive for output (*prime de rendement*).

Article 194 of Act no 13/98/AN states that every two years the contractual employee is entitled to an incentive for experience if his quote is at least 60 percent on average. The output incentive is awarded to employee after a 5 year period with a quote of at least 80 percent on average. This incentive is a salary increase of 5 % the first time; 10% the second time; 20% the third time; 30% the fourth time; and 50% the fifth and last time.

*Source: CAFRAD - Questionnaire sur les Administrations Publiques Nationales en Afrique (2000)*

**4.5 Remuneration**

Act no. 013/98/AN concerning the Juridical System applicable to the Employment and the Employees of the Civil Service is concerned with performance related payment in order to emphasize the responsibilities of the civil servants and to motivate them to take the responsibilities.

*Source: University of Twente - The Guiding Principles on Civil Service Reform: An Appropriate Instrument? (1999)*

**4.6 Training**

*Source: Institution - Title*

**4.7 Gender**

The National Statistical and Demographic Institute of Burkina Faso (*Institut National de la Statistique et de la Démographie*) has calculated that in 1988 22% of the public servants was female (6443 women on a total of 29,831 public servants). Almost 60% of these women, however, were working in the executive branches of the public service (secretaries, nurses, and teachers), while only 10.6% worked on a superior level.

From interviews it appeared that the problem women are facing in the public administration actually has causes outside the public administration. It was said that women do have equal access to the public administration and that there is no discrimination towards women when entering the public service. According to the
interviewees, the main reason that Burkinabé women are less represented in the public service is the lack of sufficiently educated women.

5. Ethics and Civil Service

5.1 Corruption

2003 CPI Score relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

<table>
<thead>
<tr>
<th>Rank</th>
<th>Country</th>
<th>2003 CPI Score</th>
<th>Surveys Used</th>
<th>Standard Deviation</th>
<th>High-Low Range</th>
<th>Number Inst.</th>
<th>90 percent confidence range</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Highly clean</td>
<td>9.7</td>
<td>8</td>
<td>0.3</td>
<td>9.2 - 10.0</td>
<td>4</td>
<td>9.5 - 9.9</td>
</tr>
<tr>
<td>..</td>
<td>Burkina Faso</td>
<td>..</td>
<td>..</td>
<td>..</td>
<td>..</td>
<td>..</td>
<td>..</td>
</tr>
<tr>
<td>133</td>
<td>Highly corrupt</td>
<td>1.3</td>
<td>8</td>
<td>0.7</td>
<td>0.3 - 2.2</td>
<td>6</td>
<td>0.9 - 1.7</td>
</tr>
</tbody>
</table>

Source: Transparency International - Corruption Perceptions Index 2003

Surveys Used: Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.

Standard Deviation: Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.

High-Low Range: Provides the highest and lowest values of the sources.

Number Institutions: Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.

90 percent confidence range: Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

The 2003 UNDP report on Corruption and Human Development (in French):

Chapter 2: The perception of corruption in Burkina Faso
Chapter 4: Corruption and democratic governance
Chapter 8: Policies and strategies regarding the fight against corruption

Source: UNDP (Burkina Faso) - Human Development Report 2003: Corruption and Human Development (in French)

5.2 Ethics

Source: Institution - Title
6. e-Government

**e-Government Readiness Index:**
The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development. The index is comprised of three sub-indexes: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.

**Web Measure Index:**
A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

**Telecommunications Infrastructure Index:**
A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infrastructure capacity. Primary indicators are: PC's, Internet users, online population and Mobile phones. Secondary indicators are TVs and telephone lines.

**Human Capital Index:**
A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.
**e-Participation Index:**
Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowering people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.

**e-information:**
The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.

**e-decision making:**
The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.

**e-consultation:**
The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.

## 7. Links

### 7.1 National sites

<table>
<thead>
<tr>
<th>Authority</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td><a href="http://www.presidence.bf/">http://www.presidence.bf/</a></td>
</tr>
<tr>
<td>Government</td>
<td><a href="http://www.primature.gov.bf/">http://www.primature.gov.bf/</a></td>
</tr>
<tr>
<td>Ombudsman (Le Mediateur du Faso)</td>
<td><a href="http://www.mediateur.gov.bf/">http://www.mediateur.gov.bf/</a></td>
</tr>
<tr>
<td>Commission Electorale Nationale Independante (CENI)</td>
<td><a href="http://www.ceni.bf/">http://www.ceni.bf/</a></td>
</tr>
<tr>
<td>Legal Database</td>
<td><a href="http://www.legiburkina.bf">http://www.legiburkina.bf</a></td>
</tr>
</tbody>
</table>

### 7.2 Miscellaneous sites

<table>
<thead>
<tr>
<th>Institution</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>African Civil Services Observatory (OFPA)</td>
<td><a href="http://www.ofpa.net/">http://www.ofpa.net/</a></td>
</tr>
<tr>
<td>African Development Bank (ADB)</td>
<td><a href="http://www.afdb.org/">http://www.afdb.org/</a></td>
</tr>
<tr>
<td>African Training and Research Centre in Administration for Development (CAFRAD)</td>
<td><a href="http://www.cafrad.org/">http://www.cafrad.org/</a></td>
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<td>African Union (AU)</td>
<td><a href="http://www.africa-union.org/">http://www.africa-union.org/</a></td>
</tr>
<tr>
<td>European Union (EU)</td>
<td><a href="http://europa.eu.int/commission/development/ACP_countries">http://europa.eu.int/commission/development/ACP_countries</a></td>
</tr>
<tr>
<td>International Labour Organization (ILO) - NATLEX</td>
<td><a href="http://www.ilo.org/dyn/natlex/natlex_browse_home">http://www.ilo.org/dyn/natlex/natlex_browse_home</a></td>
</tr>
<tr>
<td>New Partnership for Africa's Development (NEPAD)</td>
<td><a href="http://www.nepad.org/">http://www.nepad.org/</a></td>
</tr>
<tr>
<td>United Nations Development Programme (UNDP)</td>
<td><a href="http://www.pnud.bf/">http://www.pnud.bf/</a></td>
</tr>
<tr>
<td>UNPAN</td>
<td><a href="http://www.unpan.org/virtual_library-byregion.asp">http://www.unpan.org/virtual_library-byregion.asp</a></td>
</tr>
<tr>
<td>World Bank (WB)</td>
<td><a href="http://www.worldbank.org/afr/bf/">http://www.worldbank.org/afr/bf/</a></td>
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