

# Mr. Ibrahima Kourouma

Deputy Director – Modernization & Reform, Gov. Info Systems

Guinea – West Africa



# WELCOME

Human Capital Management Systems



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REPUBLIC OF GUINEA

# THANK YOU





# ABOUT [GUINEA]

Conakry, West Africa



## Country Facts

- Independence: October 2<sup>nd</sup>, 1958
  - French Colony
- Located in the West Cost of Africa
- Bordering Countries:
  - Guinea Bissau
  - Senegal
  - Mali
  - Ivory Cost
  - Sierra Leone, Liberia
- 13.5 Millions hbts
  - 40% Peuhl
  - 30% Malinke
  - 20% Soussou
  - 10% Smaller Ethnic Groups
- Land: 245,857 sq.km
  - 4.5% arable

\*Image courtesy of [muezart](#)

# ABOUT [GUINEA]

Conakry, West Africa



## More Country Facts

- Governance
  - Prof. Alpha Conde (21 Dec.'10 – P)
  - Sekouba Konate (12 Mar.'09-21 Dec.'10)
  - Capt. Moussa Camara (24 Dec.'08-12 Mar.'09)
  - Jean Marie Dore (26 Jan.'10-21 Dec.'10)
- Literacy
  - 35.9% total, 49.9% male, 21.9% female
- Natural Resources: Bauxites, Iron Ore, Diamonds, Gold, Uranium, Hydropower, Fish, Salt
- Agriculture: Rice, Coffee, Pineapple, Palm Kernels, Cassava, Sweet Potatoes, Cattles, Sheep, Goats, Timber
- GDP (Per Capita): \$2,000

\*Image courtesy of [muezart](#)



# GOVERNMENT [ICT MISSION]

ANGEIE - National Agency [eGovernment Strategy]



## ICT Mission

- Transform the Government of Guinea into a citizen centric and a knowledge society.

## President's Strategic Objectives

- National unity in the observance of democracy and fundamental freedoms
- School and Health for all
- Economic development and structural reforms
- Foreign Investment and Regional Integration

## Agency Strategic Goals

- 5yrs eGovernment Strategy
- Administrative Information Systems
- Country Wide Technology Planning
- Government Wide High Speed Networking
- Government Information Systems
- One Infrastructure, Multiple Systems, One Country

# GOVERNMENT [GUINEA]

## Modernization & Reform – Gov. & HCM Information Systems



**REPUBLIC OF GUINEA**

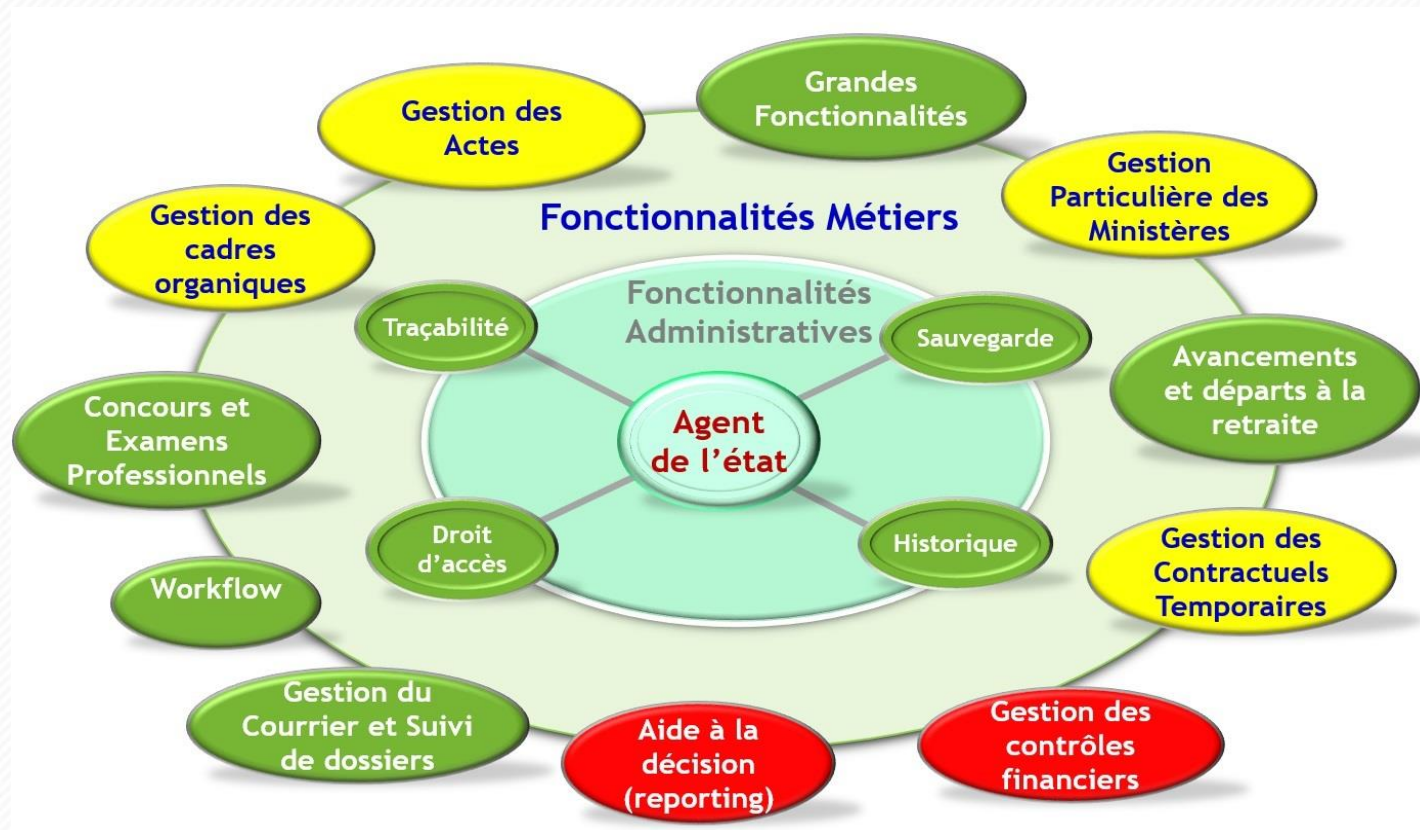
### Needs for Change?

- Advances in technology
- Changes in citizen expectations and ICT use
- Gaps in ICT leadership, governance and skills
- Limited ICT4D funding
- Low National literacy and low ICT knowledge base
- Poor and inefficient Government resources and processes
  - G2G (Government to Government)
  - G2C (Government to Citizen)
  - G2B (Government to Business)
  - G2O (Government to Organization)
- Lack of transparency
- Aged administration
- Slow administrative reforms



# BACKGROUND [PROJECTS DNMSIGRH]

SIGFAE - SICAD | Integrated HCM & Decision Support Systems



# BACKGROUND [PROJECTS]

SIGFAE - SICAD | SIGFAE - SICAD | Integrated HCM & Decision Support Systems



- Establishment of an integrated HCM Systems – consisting of:
  - The database of the Government Administrative Management Ssystems (FGA);
  - The Government Budget/Financial Management Systems (Finances) in liaison with the title 2 of the Government Expenditure Chain (MB);
  - The Directory/Database of the Government Administrative acts (SGG); and
  - Other Government Administratives peripheral databases:
    - Gouvernement Biometric Database;
    - Government exams and professionals databases;
  
- Implementation of a decision support tool (BI Tool) based on the databases of the peripheral systems .



# PERIMETER [PROJECTS]

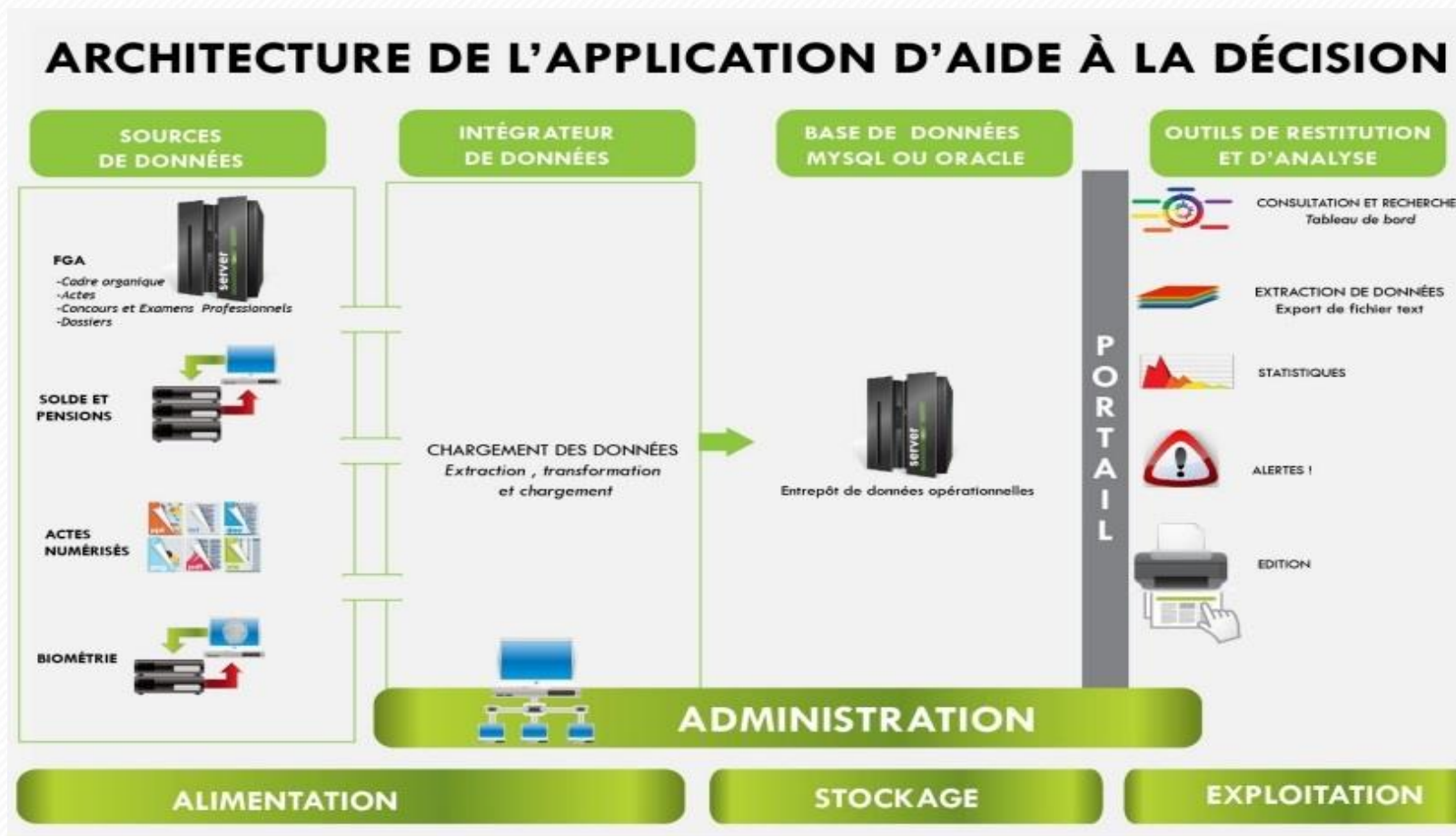
SIGFAE - SICAD | SIGFAE - SICAD | Integrated HCM & Decision Support Systems



- Development of the solution with focus on:
  - Integrating all defined databases;
  - Implementing of the decision support tool (Functionalities):
    - Consultation and research;
    - Extraction et analysis of data;
    - Statistics et Editions;
  - The Administrative Management (Day to Day Analysis);
- Implementation of the Infrastructure;
- Capacity building.

# SOLUTIONS [INTEROPERABILITY - OOP]

SIGFAE - SICAD | SIGFAE - SICAD | Integrated HCM & Decision Support Systems





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Once-Only Principles INITATIVES [HCMS/SICAD]



THANKS | Q&R



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