

Public Disclosure Authorized

OFFICIAL DOCUMENTS

GRANT NUMBER D134-TD

Financing Agreement

(Safety Nets Project)

between

REPUBLIC OF CHAD

and

INTERNATIONAL DEVELOPMENT ASSOCIATION

Dated *October 5*, 2016

FINANCING AGREEMENT

AGREEMENT dated October 5, 2016, entered into between REPUBLIC OF CHAD ("Recipient") and INTERNATIONAL DEVELOPMENT ASSOCIATION ("Association"). The Recipient and the Association hereby agree as follows:

**ARTICLE I
General Conditions; Definitions**

- 1.01. The General Conditions (as defined in the Appendix to this Agreement) constitute an integral part of this Agreement.
- 1.02. Unless the context requires otherwise, the capitalized terms used in this Agreement have the meanings ascribed to them in the General Conditions or in the Appendix to this Agreement.

**ARTICLE II
Financing**

- 2.01. The Association agrees to extend to the Recipient, on the terms and conditions set forth or referred to in this Agreement, a grant in an amount equivalent to three million six hundred Special Drawing Rights (SDR 3,600,000) ("Financing"), to assist in financing the project described in Schedule 1 to this Agreement ("Project").
- 2.02. The Recipient may withdraw the proceeds of the Financing in accordance with Section IV of Schedule 2 to this Agreement.
- 2.03. The Maximum Commitment Charge Rate payable by the Recipient on the Unwithdrawn Financing Balance shall be one-half of one percent (1/2 of 1%) per annum.
- 2.04. The Payment Currency is Euro.

**ARTICLE III
Project**

- 3.01. The Recipient declares its commitment to the objective of the Project. To this end, the Recipient shall carry out the Project in accordance with the provisions of Article IV of the General Conditions.

- 3.02. Without limitation upon the provisions of Section 3.01 of this Agreement, and except as the Recipient and the Association shall otherwise agree, the Recipient shall ensure that the Project is carried out in accordance with the provisions of Schedule 2 to this Agreement.

ARTICLE IV
Remedies of the Association

- 4.01. The Additional Event of Suspension consist of the following, namely that the CFS legislation has been amended, suspended, abrogated, repealed or waived so as to affect materially and adversely the ability of CFS to perform any of its obligations under this agreement.
- 4.02. The Additional Event of Acceleration consist of the following, namely that the event specified in paragraph (a) of Section 4.01 of this Agreement occurs and is continuing for a period of 60 days after notice of the event has been given by the Association to the Recipient.

ARTICLE V
Effectiveness; Termination

- 5.01. The Additional Conditions of Effectiveness consist of the following:
- (a) The Co-financing Agreement has been executed and delivered and all conditions precedent to its effectiveness or to the right of the Recipient to make withdrawals under it (other than the effectiveness of this Agreement) have been fulfilled.
 - (b) The Recipient has hired a Project coordinator, a financial management specialist and a procurement specialist in accordance with Section I.A.2 of Schedule 2 to this Agreement, each with qualifications and under terms of reference satisfactory to the Association.
- 5.02. The Effectiveness Deadline is the date ninety (90) days after the date of this Agreement.

ARTICLE VI
Representative; Addresses

6.01. The Recipient's Representative is the minister responsible of finance.

6.02. The Recipient's Address is:

Ministry of Economy and Development Planning
B.P. 286
N'Djamena
Republic of Chad

Facsimile:

(235) 22-51-45-87

6.03. The Association's Address is:

International Development Association
1818 H Street, N.W.
Washington, D.C. 20433
United States of America

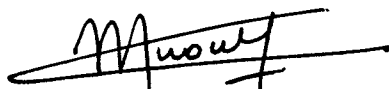
Telex: Facsimile:

248423 (MCI) 1-202-477-6391

AGREED at Washington D.C., United States of America, as of the day and year first above written.

REPUBLIC OF CHAD

By



Authorized Representative

Name: Marion Mahamat Nour

Title: Minister

INTERNATIONAL DEVELOPMENT ASSOCIATION

By



Authorized Representative

Name: Paul Nounba Uau

Title: Country Director

SCHEDULE 1

Project Description

The objective of the Project is to pilot cash transfers and cash for work interventions to the poor and lay the foundations of an adaptive safety nets system.

The Project consists of the following parts:

Part A. Safety Net Pilots

Carrying out a program of activities to support poor and vulnerable households in the Recipient's territory, through:

1. Provision of: (a) CfW Transfers, aimed at generating income to the poorest households in urban and peri-urban areas of N'djamena region to CfW Beneficiaries through implementation of small scale sub-projects in the areas of maintenance and cleaning; and (b) payment of transfer fees.
2. Provision of: (a) Cash Transfers under the Cash Transfer Program to Cash Transfer Beneficiaries in the regions of: (i) Bahr-el-Ghazel; and (ii) Logone Occidentale, both to promote welfare of poor and vulnerable households with children under the age of twelve and/or households with pregnant women; and (b) payments of transfer fees.
3. Delivery of accompanying measures aimed at promoting households behavioral changes and improving household practices related to, *inter alia*, nutrition, human development; all through the provision of technical assistance, Training and goods required for the purpose.

Part B. Development of Service Delivery Instruments

Carrying out a program of activities to support the establishment of a coherent and responsive social safety net system through: (1) developing and implementing a registration system and a social registry of vulnerable households and an effective targeting system for identifying Beneficiaries; (2) establishing a payment system; (3) establishing a grievance mechanism; (4) developing and implementing a management information system; and (5) providing goods required for the purpose.

Part C. Project Management, Communication, and Monitoring and Evaluation

1. Supporting the Recipient in: (a) the areas of Project coordination, supervision, financial management, communication and awareness about social safety net programs; and (b) preparation of users' manual for related instruments; procurement, supervision and implementation of the Cash Transfer Program and

CfW Program, all through the provision of technical assistance; Training; and goods required for the purpose.

2. Small rehabilitation works of offices provided by the Recipient to the CFS.

SCHEDULE 2

Project Execution

Section I. Implementation Arrangements

A. Institutional Arrangements

1. Social Safety Net Steering Committee

The Recipient shall not later than three (3) months after the Effective Date, establish, and thereafter maintain, throughout the Project implementation period, with composition, mandate and resources satisfactory to the Association, a steering committee, to be co-chaired by the general secretary of the MOP and the general secretary of the ministry responsible of women, early childhood and national solidarity and comprised of representatives of the ministries responsible for finance, economy, agriculture, health, education, and the office of the prime minister and civil society organizations, to be responsible for providing technical supervision of the Project, including, *inter alia*, endorsing the proposed Annual Work Plan and budget for the Project (the “SSN Steering Committee”).

2. Social Safety Net Unit (CFS)

In order to ensure proper and efficient implementation of the Project, the Recipient shall maintain, at all times during Project implementation, the CFS within the MOP, with a mandate, composition and resources acceptable to the Association. To this end, the CFS shall: (a) recruit and thereafter maintain at all times during Project implementation, a national Project coordinator, financial management specialist and a procurement specialist, each of whose qualifications, experience, and terms of reference shall be acceptable to the Association; (b) by not later than six (6) months after the Effective Date, recruit and thereafter maintain at all times during Project implementation, a monitoring and evaluation specialist, an accountant, a focal point for the region of Bahr-el-Ghazel and a focal point for the region of Logone Occidentale, each of whose qualifications, experience, and terms of reference shall be acceptable to the Association; and (c) be responsible for day-to-day Project each of whose coordination and implementation, including: (i) carrying out Project financial management and procurement activities; (ii) preparing Annual Work Plans; (iii) monitoring and evaluating Project activities and preparing Project progress reports and monitoring and evaluation reports; and (iv) coordinating with other stakeholders on Project implementation.

B. Project Operational Manual

1. The Recipient shall maintain, in accordance with terms of reference acceptable to the Association, a project operational manual, containing detailed arrangements and procedures for: (a) institutional coordination and day-to-day execution of the

Project; (b) monitoring, evaluation, reporting and communication; (c) eligibility criteria, detailed rules and procedures for identification, registration and selection of Beneficiaries, (d) requirements to be fulfilled by Beneficiaries as conditions for the provision of Cash Transfers and CfW Transfers under Part A of the Project; (e) the mechanisms for verification of compliance with Cash Transfers and CfW Transfers conditions; (f) the detailed procedures for coordination and collaboration among different sector actors involved in the carrying out of the Project; (g) administration, financial management and accounting; and (h) such other administrative, technical and organizational arrangements and procedures as shall be required for purposes of implementation of the Project.

2. The Recipient shall afford the Association a reasonable opportunity to review such manual, and shall thereafter adopt said manual as shall have been approved by the Association (“Project Operational Manual” or “POM”).
3. The Recipient shall carry out the Project in accordance with the Project Operational Manual and shall not amend, abrogate, waive or permit to be amended, abrogated or waived, the aforementioned manual, or any provision thereof, without the prior written consent of the Association.
4. In the event of any inconsistency between this Agreement and the POM the provisions of this Agreement shall prevail.

C. Annual Work Plan

1. The Recipient shall prepare, in accordance with terms of references acceptable to the Association, and furnish to the Association no later than December 15 of each Fiscal Year throughout the implementation of the Project, a work plan of activities proposed for inclusion in the Project for the next calendar year, together with a budget for such activities and a timetable for their implementation.
2. The Recipient shall: (i) afford the Association a reasonable opportunity to exchange views with the Recipient on such proposed work plan; and, thereafter, (ii) carry out such work plan during the period covered by said plan, according to such budget, both as shall have been approved by the Association (“Annual Work Plan”).
3. Only such activities as shall have been included in the Annual Work Plan shall be eligible for inclusion in the Project and for financing out of the proceeds of the Financing.

D. Anti-Corruption

The Recipient shall ensure that the Project is carried out in accordance with the provisions of the Anti-Corruption Guidelines.

E. Safeguards

1. The Recipient shall ensure that the Project is carried out in accordance with the provisions of the ESMF, and to that end, if any activity included in an Annual Work Plan would, pursuant to the ESMF, require the adoption of an ESMP:
 - (a) (i) prepare such ESMP and furnish it to the Association for review and approval; and (ii) thereafter adopt such ESMP prior to implementation of the activity in question; and
 - (b) thereafter take such measures as shall be necessary or appropriate to ensure compliance with the requirements of such ESMP.
2. Without limitation upon its other reporting obligations under this Agreement, the Recipient shall regularly collect, compile and submit to the Association every calendar semester, reports, in form and substance satisfactory to the Association, on the status of compliance with the Safeguard Instruments, giving details of:
 - (a) measures taken in furtherance of such Safeguard Instruments;
 - (b) conditions, if any, which interfere or threaten to interfere with the smooth implementation of such Safeguard Instruments; and
 - (c) remedial measures taken or required to be taken to address such conditions.
3. The Recipient shall afford the Association a reasonable opportunity to review the reports prepared under paragraph 2 of this Part E, and thereafter shall carry out or cause to be carried out, with due diligence, all remedial measures agreed with the Association so as to ensure the proper implementation of the Project in accordance with the Safeguard Instruments.
4. The Recipient shall not amend, abrogate, repeal, suspend, waive, or otherwise fail to enforce, or permit to be amended, abrogated, repealed, suspended or waived any of the Safeguard Instruments or any provision thereof without the prior written approval of the Association. In case of inconsistency between this Agreement and any of the Safeguard Instruments, the terms of this Agreement shall prevail.

F. Cash Transfer Program and CfW Program

1. In order to achieve the objectives of Part A of the Project, the Recipient shall provide Cash Transfers to Cash Transfer Beneficiaries and CfW Transfers to CfW Beneficiaries, respectively, in accordance with eligibility criteria and procedures acceptable to the Association and further detailed in the POM and as detailed below:

1.1 *Eligibility criteria for the CfW Program:*

The eligibility criteria for CfW Beneficiaries shall include, *inter alia*, that: (a) said CfW Beneficiary shall have been identified as a representative for a poor household in the POM; (b) the Recipient shall have confirmed the CfW Beneficiaries' compliance with any applicable conditionality; and (c) said CfW Beneficiaries have been selected through a combination of community based targeting and the use of proxies to assess their poverty level.

1.2 *Eligibility criteria for the Cash Transfer Program:*

The eligibility for the Cash Transfer Beneficiaries shall include, *inter alia*, that: (a) said Cash Transfer Beneficiary shall have been identified as a poor household with children under the age of twelve and/or pregnant women in the POM; and (b) the Recipient shall have confirmed the Beneficiaries' compliance with any applicable conditionality.

2. Each CfW Transfer and Cash Transfer shall: (a) be in an amount acceptable to the Association and the Recipient; and (b) reflect the reasonable cost of decreasing each of the CfW Beneficiaries and Cash Transfer Beneficiaries level of food related poverty.
3. The Recipient shall ensure that the amount of each CfW Transfer and Cash Transfer is paid for its intended CfW Beneficiary and Cash Transfer Beneficiary, respectively; and that CfW Beneficiaries and Cash Transfer Beneficiaries participate in the accompanying measures provided for under Part A.3 of the Project.
4. The Recipient shall conclude and thereafter implement, until it has expired in accordance with its terms, a payment agreement, in form and substance satisfactory to the Association and in accordance with criteria and procedures set forth in the Project Operational Manual, with one or more Payment Service Provider, selected on the basis of terms of reference, qualifications and experience satisfactory to the Association and in accordance with the provisions of Section III of Schedule 2 of this Agreement, for the payment of CfW Transfers and Cash Transfers to CfW Beneficiaries and Cash Transfer Beneficiaries, respectively (each a "Payment Agreement"). The Recipient shall ensure that each Payment Agreement is: (a) submitted to the Association for its review and approval prior to its signature between the Recipient and a Payment Service Provider; (b) signed and effective before any proceeds of the Financing are transferred to the Payment Service Provider; and (c) carried out with due diligence and efficiency and in accordance with sound technical, financial, and managerial standards and practices acceptable to the Association, including in accordance with the provisions of the Anti-

Corruption Guidelines applicable to the recipients of the CfW Transfers and Cash Transfers proceeds other than the Recipient.

Section II. Project Monitoring, Reporting and Evaluation

A. Project Reports

The Recipient shall monitor and evaluate the progress of the Project and prepare Project Reports in accordance with the provisions of Section 4.08 of the General Conditions and on the basis of indicators acceptable to the Association. Each Project Report shall cover the period of one calendar semester, and shall be furnished to the Association not later than one month after the end of each calendar semester.

B. Financial Management, Financial Reports and Audits

1. The Recipient shall maintain or cause to be maintained a financial management system in accordance with the provisions of Section 4.09 of the General Conditions.
2. Without limitation on the provisions of Part A of this Section, the Recipient shall prepare and furnish to the Association not later than forty-five (45) days after the end of each calendar quarter, interim unaudited financial reports for the Project covering the quarter, in form and substance satisfactory to the Association.
3. The Recipient shall have its Financial Statements audited in accordance with the provisions of Section 4.09 (b) of the General Conditions. Each audit of the Financial Statements shall cover the period of one fiscal year of the Recipient. The audited Financial Statements for each such period shall be furnished to the Association not later than six months after the end of such period.
4. The Recipient shall, not later than six (6) months after the Effective Date, acquire and thereafter maintain throughout the implementation of the Project, the accounting software in a manner acceptable to the Association, for the Project.
5. The Recipient shall, no later than five (5) months after the Effective Date, recruit and maintain throughout the implementation of the Project, an external auditor with the terms of reference and qualifications satisfactory to the Association.

Section III. Procurement

A. General

1. **Goods, Works and Non-consulting Services.** All goods, works and non-consulting services required for the Project and to be financed out of the proceeds of the Financing shall be procured in accordance with the requirements set forth or

referred to in Section I of the Procurement Guidelines, and with the provisions of this Section.

2. **Consultants' Services.** All consultants' services required for the Project and to be financed out of the proceeds of the Financing shall be procured in accordance with the requirements set forth or referred to in Sections I and IV of the Consultant Guidelines, and with the provisions of this Section.
3. **Definitions.** The capitalized terms used below in this Section to describe particular procurement methods or methods of review by the Association of particular contracts, refer to the corresponding method described in Sections II and III of the Procurement Guidelines, or Sections II, III, IV and V of the Consultant Guidelines, as the case may be.

B. Particular Methods of Procurement of Goods, Works and Non-consulting Services

1. **International Competitive Bidding.** Except as otherwise provided in paragraph 2 below, goods and non-consulting services shall be procured under contracts awarded on the basis of International Competitive Bidding.
2. **Other Methods of Procurement of Goods, Works and Non-consulting Services.** The following methods, other than International Competitive Bidding, may be used for procurement of goods and non-consulting services for those contracts specified in the Procurement Plan: (a) National Competitive Bidding; (b) Shopping; and (c) Direct Contracting.

C. Particular Methods of Procurement of Consultants' Services

1. **Quality- and Cost-based Selection.** Except as otherwise provided in paragraph 2 below, consultants' services shall be procured under contracts awarded on the basis of Quality and Cost-based Selection.
2. **Other Methods of Procurement of Consultants' Services.** The following methods, other than Quality and Cost-based Selection, may be used for procurement of consultants' services for those contracts which are specified in the Procurement Plan: (a) Quality-based Selection; (b) Selection under a Fixed Budget; (c) Least Cost Selection; (d) selection Based on Consultant's Qualifications; (e) single source selection; and (f) selection of individual consultant in accordance with the provision of the Section V.

D. Review by the Association of Procurement Decisions

The Procurement Plan shall set forth those contracts which shall be subject to the Association's Prior Review. All other contracts shall be subject to Post Review by the Association.

Section IV. Withdrawal of the Proceeds of the Financing

A. General

1. The Recipient may withdraw the proceeds of the Financing in accordance with the provisions of Article II of the General Conditions, this Section, and such additional instructions as the Association shall specify by notice to the Recipient (including the "World Bank Disbursement Guidelines for Projects" dated May 2006, as revised from time to time by the Association and as made applicable to this Agreement pursuant to such instructions), to finance Eligible Expenditures as set forth in the table in paragraph 2 below.
2. The following table specifies the categories of Eligible Expenditures that may be financed out of the proceeds of the Financing ("Category"), the allocations of the amounts of the Grant Financing to each Category, and the percentage of expenditures to be financed for Eligible Expenditures in each Category:

Category	Amount of the Grant Allocated (expressed in SDR)	Percentage of Expenditures to be Financed (exclusive of Taxes)
(1) Works, goods, non-consulting services, Training, Operating Costs, and consultants' services for the Project except Parts A.1(a); A.2(a)(i); A.2(a)(ii); and Part B.	1,900,000	100%
(2) CfW Transfers under Part A.1(a) of the Project.	1,000,000	100% of amounts disbursed under the respective CfW Transfers.
(3) Cash Transfers under Part A.2(a)(i) of the Project.	700,000	100% of amounts disbursed under the respective Cash Transfers.
TOTAL AMOUNT	3,600,000	

B. Withdrawal Conditions; Withdrawal Period

1. Notwithstanding the provisions of Part A of this Section, no withdrawal shall be made:
 - (a) for payments made prior to the date of this Agreement.
 - (b) for category (2) unless and until the POM has been updated in accordance with Section I.B of Schedule 2 to this Agreement to include the CfW Transfers specific procedures.
 - (c) for category (3) unless and until the POM has been updated in accordance with Section I.B of Schedule 2 to this Agreement to include the Cash Transfers specific procedures.
2. The Closing Date is December 31, 2020.

APPENDIX

Section I. Definitions

1. “Anti-Corruption Guidelines” means the “Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants”, dated October 15, 2006 and revised in January 2011.
2. “Bahr-el-Ghazel” means an administrative region in the Recipient’s territory.
3. “Beneficiaries” mean CfW Beneficiaries and Cash Transfer Beneficiaries together.
4. “Category” means a category set forth in the table in Section IV of Schedule 2 to this Agreement.
5. “Cash Transfer” means an amount of cash to be provided to a Cash Transfer Beneficiary under Part A.2(a) of the Project; and “Cash Transfers” means more than one Cash Transfer.
6. “Cash Transfer Beneficiary” means any household or a person eligible to receive a Cash Transfer under Part A.2(a) of the Project in accordance with eligibility criteria and procedures set forth in the POM; and “Cash Transfer Beneficiaries” means more than one Cash Transfer Beneficiary.
7. “Cash Transfer Program” means the cash transfers provided under Part A.2(a) of this agreement to assist to the poorest and most vulnerable populations in the Recipient’s territory through the provision of cash transfers with the objectives to reduce poverty and to promote the development of the human capital of poor and vulnerable households
8. “CfW” means cash for work.
9. “CfW Program” means each of the transfers provided under Part A.1(a) of this agreement and aimed at generating income for CfW Beneficiaries.
10. “CfW Beneficiary” means any household or a person eligible to receive a CfW Transfer under Part A.1(a) of the Project to carry out small scale maintenance and cleaning sub-projects to be financed from Project proceeds in accordance with eligibility criteria and procedures set forth in the POM; and “CfW Beneficiaries” means more than one CfW Beneficiary.
11. “CfW Transfer” means an amount to be provided to a CfW Beneficiary under Part A.1(a) of the Project in accordance with eligibility criteria and procedures set forth in the POM; and “CfW Transfers” means more than one CfW Transfer.

12. “Social Safety Net Unit” or “CFS” means the social safety net unit established within the MOP under Decree N. 11/PR/PM/MPCI/SG/DGPE/2016 dated March 10, 2016 to ensure effective implementation of the Project, the Cash Transfer Program and the CfW Program.
13. “Co-financier” means the Adaptive Social Protection Multi-donor Trust Fund, administered by the International Development Association.
14. “Co-financing” means, for purposes of paragraph 11 of the Appendix to the General Conditions, an amount of five million Dollars to be provided by the Co-financier to assist in financing the Project.
15. “Co-financing Agreement” means the agreement to be entered into between the Recipient and the Co-financier providing for the Co-financing.
16. “Consultant Guidelines” means the “Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits and Grants by World Bank Borrowers” dated January 2011 (revised July 2014).
17. “Environmental and Social Impact Assessment” or “ESIA” means a site-specific report, prepared by the Recipient in accordance with the parameters laid down in the ESMF (as hereinafter defined) and acceptable to the Association identifying and assessing the potential environmental and social impacts of the activities to be undertaken for the activities under the Project, evaluating alternatives, and designing appropriate mitigation, management, and monitoring measures, and including the actions needed to implement these measures.
18. “Environmental and Social Management Framework” or “ESMF” means the document prepared and adopted by the Recipient for the Project, disclosed in Country and at the infoshop on May 14, 2016, which sets forth the modalities for site-specific environmental screening and procedures/actions for the preparation and implementation of ESIA’s and ESMP’s under the Project, the set of mitigation, monitoring, and institutional measures and procedures required in order to eliminate adverse environmental and social impacts, offset them, or reduce them to acceptable levels, as well as actions needed to implement said measures, as the same may be amended from time to time with the Association prior written approval.
19. “Environmental and Social Management Plan” or “ESMP” means, for a given Project activity, a site-specific environmental and social management plan of said activity prepared pursuant to the ESMF, and giving details of specific actions and setting forth the mitigating, monitoring and institutional measures to be taken during the implementation and operation of the Project to offset or reduce adverse environmental impacts to levels acceptable to the Association, including the budget and cost estimates, and sources of funding, along with the institutional and

procedural measures needed to implement such actions, measures and policies and the parties responsible for executing works and monitoring of construction and operational impact, as the said document may be amended and/or supplemented from time to time with the prior written concurrence of the Association and subject to same initial consultation and disclosure requirements carried out for the ESMF.

20. “General Conditions” means the “International Development Association General Conditions for Credits and Grants”, dated July 31, 2010.
21. “Logone Occidentale” means an administrative region in the Recipient’s territory.
22. “MOP” means the Recipient’s ministry of planning or any successor thereto.
23. “Operating Costs” means the reasonable incremental operating costs under the Project, based on the Annual Work Plans and budgets approved by the Association, and incurred by the Recipient, on account of utilities and supplies, bank charges, communications, vehicle operation, maintenance, and insurance, office space rental, building and equipment maintenance, public awareness-related media expenses, travel and supervision, and salaries of contractual and temporary staff, but excluding salaries of members of the Recipient’s civil service.
24. “Payment Agreement” means an agreement entered or to be entered into between the Recipient and a Payment Service Provider in accordance with Section I.F.4 of Schedule 2 of this Agreement.
25. “Payment Service Provider” means any commercial bank, microfinance institution, non-governmental organization and telecommunication operator selected in accordance with Section I.F.4 of Schedule 2 of this Agreement.
26. “Procurement Guidelines” means the “Guidelines: Procurement of Goods, Works and Non-consulting Services under IBRD Loans and IDA Credits and Grants by World Bank Borrowers” dated January 2011 (revised July 2014).
27. “Procurement Plan” means the Recipient’s procurement plan for the Project, dated June 22, 2016 and referred to in paragraph 1.18 of the Procurement Guidelines and paragraph 1.25 of the Consultant Guidelines, as the same shall be updated from time to time in accordance with the provisions of said paragraphs.
28. “Project Operational Manual” or “POM” means the Project Operational Manual referred to in Section I.B of this agreement.
29. “Safeguard Instruments” mean the ESMF and any ESMP prepared for this Project.
30. “Training” means the training of persons involved in Project-supported activities, such term including seminars, workshops, and study tours, and costs associated with such activity include travel and subsistence costs for training participants,

costs associated with securing the services of trainers, rental of training facilities, preparation and reproduction of training materials, and other costs directly related to training preparation and implementation.