
LOAN NUMBER 9562-AO

Loan Agreement

(Human Resources Capacity for Universal Health Coverage in Angola Project)
(*Projecto de Formação-Saúde*
no âmbito dos recursos humanos para cobertura universal de saúde)

between

REPUBLIC OF ANGOLA

and

INTERNATIONAL BANK FOR RECONSTRUCTION
AND DEVELOPMENT

LOAN NUMBER 9562-AO

LOAN AGREEMENT

AGREEMENT dated as of the Signature Date between REPUBLIC OF ANGOLA (“Borrower”) and INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT (“Bank”). The Borrower and the Bank hereby agree as follows:

ARTICLE I — GENERAL CONDITIONS; DEFINITIONS

- 1.01. The General Conditions (as defined in the Appendix to this Agreement) apply to and form 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 — LOAN

- 2.01. The Bank agrees to lend to the Borrower the amount of two hundred million Dollars (\$200,000,000), as such amount may be converted from time to time through a Currency Conversion (“Loan”), to assist in financing the project described in Schedule 1 to this Agreement (“Project”).
- 2.02. The Borrower may withdraw the proceeds of the Loan in accordance with Section III of Schedule 2 to this Agreement.
- 2.03. The Front-end Fee is one quarter of one percent (0.25%) of the Loan amount.
- 2.04. The Commitment Charge is one quarter of one percent (0.25%) per annum on the Unwithdrawn Loan Balance.
- 2.05. The interest rate is the Reference Rate plus the Variable Spread or such rate as may apply following a Conversion; subject to Section 3.02(e) of the General Conditions.
- 2.06. The Payment Dates are May 15 and November 15 in each year.
- 2.07. The principal amount of the Loan shall be repaid in accordance with Schedule 3 to this Agreement.

ARTICLE III — PROJECT

- 3.01. The Borrower declares its commitment to the objectives of the Project. To this end, the Borrower, through the MoH shall carry out the project in accordance with

the provisions of Article V of the General Conditions and Schedule 2 to this Agreement.

ARTICLE IV — EFFECTIVENESS; TERMINATION

- 4.01. The Additional Conditions of Effectiveness consist of the following:
- (a) The Borrower, through the MoH has adopted the Project Implementation Manual in form and substance satisfactory to the Bank.
 - (b) The Borrower, through the MoH has established the PIU under terms and conditions acceptable to the Bank (including key staff as per Section I.B1(a)(i) of Schedule 2 to this Agreement).
- 4.02. The Effectiveness Deadline is the date one hundred and twenty (120) days after the Signature Date.

ARTICLE V — REPRESENTATIVE; ADDRESSES

- 5.01. The Borrower's Representative is its Minister responsible for finance.

- 5.02. For purposes of Section 10.01 of the General Conditions:

- (a) the Borrower's address is:

Ministério das Finanças
Largo da Mutamba
Luanda, Angola; and

- (b) the Borrower's Electronic Address is:

Telephone:	E-mail:
+244 222 706082/3	ugd.dadg@minfin.gov.ao

- 5.03. For purposes of Section 10.01 of the General Conditions:

- (a) the Bank's address is:

International Bank for Reconstruction and Development
1818 H Street, N.W.
Washington, D.C. 20433
United States of America; and

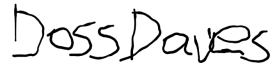
(b) the Bank's Electronic Address is:

Telex:	Facsimile:	E-mail:
248423(MCI) or 64145(MCI)	1-202-477-6391	angola_alert@worldank.org

AGREED as of the Signature Date.

REPUBLIC OF ANGOLA

By



Authorized Representative

Name: Vera Daves De Sousa
Title: Mrs
Date: 17-Jul-2023

**INTERNATIONAL BANK FOR RECONSTRUCTION
AND DEVELOPMENT**

By



Authorized Representative

Name: Albert zeufack
Title: Director of operations
Date: 17-Jul-2023

SCHEDULE 1

Project Description

The objective of the Project is to improve the capacity and availability of Human Resources for Health in the Borrower's territory.

The Project consists of the following parts:

Part 1. HRH Governance, Policy, Curricula, and Information Systems

- 1.1 Improving the Borrower's HRH systems and developing policies to guide HRH development through, *inter alia*: (a) carrying out assessments to determine the distribution and factors affecting the efficient production, management, and performance of healthcare workers; (b) providing technical assistance for the development of a ten (10) year HRH strategy and action plan; (c) providing technical assistance to support the development of relevant policies and standards for: (i) closing healthcare staffing gaps, (particularly in poor and climate-vulnerable areas); and (ii) developing health professionals' careers; and (d) capacity building for relevant stakeholders for the development of these policies including workshops, training, and seminars.
- 1.2 Strengthening and developing health care regulation, and accreditation through, *inter alia*: (a) strengthening institutional capacity of regulatory bodies, and their certification and accreditation; (b) carrying out training on preparedness and responses including; epidemic, pandemic, social protection, gender, human rights, and climate-related emergencies; (c) capacity building for continuing professional development for specialists and, lecturers/ professors; (d) strengthening institutional capacity to support and implement post-graduate training curricula.
- 1.3 Strengthening the Borrower's HRH information management systems to improve analysis, forecasting, planning, distribution, and management of the workforce.

Part 2. Training and Capacity Building of HRH

- 2.1 Strengthening institutional capacity for postgraduate training through, *inter alia*: (a) supporting the establishment of reference training centres ; (b) carrying out training facility assessment to ensure readiness for in-person and online training; (c) carrying out support to equip lecture rooms, libraries, skills lab, and simulation facilities; (d) financing investments in the systems (including software) to manage e-learning and distance education programs; and (e) capacity building and training for lecturers and tutors in managing the reference training centres such as workshops, seminars study tours, cross-learning missions.

- 2.2 Institutional capacity development for the Borrower's central, provincial, and municipal training centres through, *inter alia*: (a) conducting a facility needs and conditions assessment; (b) financing equipment such as computers, printers, and copiers to enhance their work; and (c) financing infrastructure such as water, electricity, and telecommunications.
- 2.3 Improving the in-service, post-graduate and specialist HRH training programs to strengthen health care through the provision of financial support to Eligible Beneficiaries for Fellowships, Training Grants, and Preceptors' Fees to support training programs at international, national, provincial and community level.
- 2.4 Strengthening the Borrower's Institute for Specialization in Health through, *inter alia*: (a) provision of technical assistance to support specialization and post-graduate programs; (b) works on existing infrastructure; (c) capacity building and continuing professional training in each area of specialty; and (d) capacity strengthening for technical implementation of the Project.
- 2.5 Financing digital e-learning and provider-to-provider telemedicine platforms to improve the provision of care in health services deprived areas in the Borrower's territory through, *inter alia*: (a) supporting the design, operationalizing, and implementation of relevant systems for distance learning, supervision, and provider-to-provider telemedicine; (b) procurement of relevant software and equipment to support the distant learning programs and virtual simulation; and (c) carrying out technical assistance for the development of a telemedicine adoption strategy and roadmap.

Part 3. Project Management and Monitoring and Evaluation

- 3.1 Supporting the establishment and operations of the PIU, including: (a) carrying out audits, training, operating costs, and the acquisition of goods to build up the necessary internal capacity of the staff in the PIU.
- 3.2 Supporting the PIU in monitoring and evaluation with emphasizing gender and social protection issues through *inter alia*: (a) carrying out environmental and social safeguards, financial management, procurement, and capacity-building requirements for the Project; (b) carrying out data collection and improving systems to track Project results; and (c) carrying out citizen engagement, Project communications, knowledge generation, and stakeholder coordination activities

Part 4. Contingent Emergency Response Component (CERC)

- 4.1 Provision of immediate response to an Eligible Crisis or Emergency, as needed.

SCHEDULE 2

Project Execution

Section I. Implementation Arrangements

A. Institutional Arrangements

1. The Borrower's MoH shall have the overall responsibility for the implementation of the Project with full fiduciary responsibility.

B. Project Implementation Unit

1. The Borrower through MoH shall maintain, throughout the Project implementation period, a project implementation unit ("PIU"), with composition, mandate, and resources satisfactory to the Bank as detailed in the Project Implementation Manual. To this end, the PIU shall:

- (a) (i) maintain key staff, including; a technical manager, a procurement assistant/specialist, and a financial management assistant/specialist; (ii) no later than one (1) month after the Effective Date appoint or hire, and thereafter maintain one social safeguard technical assistant; and (iii) no later than three (3) months after the Effective Date appoint or hire, and thereafter maintain, an accountant, a monitoring and evaluation specialist, and two technical health education and ethics specialists, all with qualifications, experience, and terms of reference acceptable to the Bank; and
- (b) be responsible for day-to-day coordination of the Project activities, including: (i) carrying out Project financial management and procurement activities; (ii) monitoring and evaluating Project activities and preparing Annual Work Plans, Project progress reports and monitoring and evaluation reports; (iii) ensuring compliance with the Environmental and Social Commitment Plan and Environmental and Social Standards for Project activities; and (iv) coordinating with other stakeholders on Project implementation.

C. Manuals

1. Project Implementation Manual
 - (a) The Borrower through MoH shall comply with the Project Implementation Manual (or "PIM") as prepared and adopted by the Borrower through MoH containing detailed arrangements and procedures for *inter alia*: (i) implementation arrangements; (ii) administrative aspects; (iii)

procurement; (iv) Environmental and Social Standards; (v) Annual Work Plans, financial management system and accounting; (vi) monitoring and evaluation; (vii) codes of conduct, gender-based violence prevention action plan, citizen engagement and grievance resolution mechanisms; and (viii) such other technical, administrative, fiduciary or coordination arrangements as may be necessary to ensure effective Project implementation.

- (b) The Borrower through MoH: (i) shall ensure that the Project is carried out in accordance with the PIM; and (ii) shall not assign, amend, abrogate, or waive, or permit to be assigned, amended, abrogated, or waived, the PIM or any provision thereof, without the prior written agreement of the Bank.
- (c) Notwithstanding the foregoing, in the event of any inconsistency between the provisions of the PIM, and those of this Agreement, the provisions of this Agreement shall prevail.

2. Training Manual

- (a) The Borrower, through MoH, shall prepare and thereafter adopt and maintain a manual acceptable to the Bank (the “Training Manual”) containing detailed arrangements and procedures for the implementation of Part 2.3 of the Project, including model forms for the Training Agreements for the Fellowships, Training Grants and Preceptors’ Fees as well as draft placement list per Selected Province of the HRH receiving in-service, postgraduate and specialist-level training.
- (b) The Borrower through MoH, shall: (i) ensure that Part 2.3 of the Project is carried out in accordance with the Training Manual; and (ii) not assign, amend, abrogate, or waive, or permit to be assigned, amended, abrogated, or waived, the Training Manual or any provision thereof, without the prior written agreement of the Bank.
- (c) Notwithstanding the foregoing, in the event of any inconsistency between the provisions of the Training Manual, and those of this Agreement, the provisions of this Agreement shall prevail.

D. Contingent Emergency Response

- 1. In order to ensure the proper implementation of contingent emergency response activities under Part 4 of the Project (“Contingent Emergency Response Part”), the Borrower shall ensure that:

- (a) a manual (“CERC Manual”) is prepared and adopted in form and substance acceptable to the Bank, which shall set forth detailed implementation arrangements for the Contingent Emergency Response Part, including: (i) any structures or institutional arrangements for coordinating and implementing the Contingent Emergency Response Part; (ii) specific activities which may be included in the Contingent Emergency Response Part, Eligible Expenditures required therefore (“Emergency Expenditures”), and any procedures for such inclusion; (iii) financial management arrangements for the Contingent Emergency Response Part; (iv) procurement methods and procedures for the Contingent Emergency Response Part; (v) documentation required for withdrawals of Financing amounts to finance Emergency Expenditures; (vi) a description of the environmental and social assessment and management arrangements for the Contingent Emergency Response Part; and (vii) a template Emergency Action Plan;
 - (b) the Emergency Action Plan is prepared and adopted in form and substance acceptable to the Bank;
 - (c) the Emergency Response Part is carried out in accordance with the CERC Manual and the Emergency Action Plan; provided, however, that in the event of any inconsistency between the provisions of the CERC Manual or the Emergency Action Plan and this Agreement, the provisions of this Agreement shall prevail; and
 - (d) neither the CERC Manual or the Emergency Action Plan is amended, suspended, abrogated, repealed or waived without the prior written approval by the Bank.
2. The Borrower shall ensure that the structures and arrangements referred to in the CERC Manual are maintained throughout the implementation of the Contingent Emergency Response Part, with adequate staff and resources satisfactory to Bank.
3. The Borrower shall ensure that:
- (a) the environmental and social instruments required for the Contingent Emergency Response Part are prepared, disclosed and adopted in accordance with the CERC Manual and the ESCP, and in form and substance acceptable to the Bank; and
 - (b) the Contingent Emergency Response Part is carried out in accordance with the environmental and social instruments in a manner acceptable to the Bank.

4. Activities under the Contingency Emergency Response Part shall be undertaken only after an Eligible Crisis or Emergency has occurred.

E. Annual Work Plans

1. The Borrower through MoH, shall, no later than October 31 of each year, prepare and furnish the Bank the Annual Work Plan containing all activities and budgets proposed to be included in the Project (the first such Annual Work Plan to be included in the Project Implementation Manual) and a proposed financing plan for expenditures required for such activities, setting forth the proposed amount and sources of financing.
2. The Borrower through MoH, shall afford the Bank a reasonable opportunity to exchange views with the Borrower on such proposed Annual Work Plan and therefore ensure that the Project is implemented in accordance with such Annual Work Plan as shall have been approved by the Bank.

F. Training Agreements

1. To facilitate the carrying out of Part 2.3 of the Project, and prior to the financing of Fellowships, Training Grants and Preceptors' Fees, the Borrower, through the PIU, shall enter into an agreement ("Training Agreement") with the relevant Eligible Beneficiary, under terms and conditions acceptable to the Bank, including, *inter alia*: (a) the PIU's obligation, to provide the Fellowships, Training Grants and Preceptors' Fees to the relevant Eligible Beneficiary; and (b) the Eligible Beneficiary's obligation to carry out its activities in accordance with the relevant provisions of said Training Agreement.
2. The Borrower through the PIU shall exercise its rights under each Training Agreement in such manner as to protect the interests of the Borrower and the Bank in order to accomplish the purposes of the Project. Except as the Bank shall otherwise agree, the Borrower shall not assign, amend, abrogate waive or fail to enforce each Training Agreement, or any of its provisions. In case of inconsistencies between each Training Agreement and this Agreement, the provisions of this Agreement shall prevail.

G. Environmental and Social Standards

1. The Borrower through MoH shall ensure that the Project is carried out in accordance with the Environmental and Social Standards, in a manner acceptable to the Bank.
2. Without limitation upon paragraph 1 above, the Borrower through MoH shall, ensure that the Project is implemented in accordance with the Environmental and

Social Commitment Plan (“ESCP”), in a manner acceptable to the Bank. To this end, the Borrower shall ensure that:

- (a) the measures and actions specified in the ESCP are implemented with due diligence and efficiency, as provided in the ESCP;
 - (b) sufficient funds are available to cover the costs of implementing the ESCP;
 - (c) policies and procedures are maintained, and qualified and experienced staff in adequate numbers are retained to implement the ESCP, as provided in the ESCP; and
 - (d) the ESCP, or any provision thereof, is not amended, repealed, suspended or waived, except as the Bank shall otherwise agree in writing, as specified in the ESCP, and ensure that the revised ESCP is disclosed promptly thereafter.
3. In case of any inconsistencies between the ESCP and the provisions of this Agreement, the provisions of this Agreement shall prevail.
4. The Borrower through MoH shall ensure and shall ensure that:
 - (a) all measures necessary are taken to collect, compile, and furnish to the Bank through regular reports, with the frequency specified in the ESCP, and promptly in a separate report or reports, if so requested by the Bank, information on the status of compliance with the ESCP and the environmental and social instruments referred to therein, all such reports in form and substance acceptable to the Bank, setting out, inter alia: (i) the status of implementation of the ESCP; (ii) conditions, if any, which interfere or threaten to interfere with the implementation of the ESCP; and (iii) corrective and preventive measures taken or required to be taken to address such conditions; and
 - (b) the Bank is promptly notified of any incident or accident related to or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, workplace accidents that result in death, serious or multiple injury, of sexual exploitation and abuse, sexual harassment and violence against minors, in accordance with the ESCP, the environmental and social instruments referenced therein and the Environmental and Social Standards.
5. The Borrower through MoH shall, establish, publicize, maintain and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances of Project-affected people, and take all measures necessary and

appropriate to resolve, or facilitate the resolution of, such concerns and grievances, in a manner acceptable to the Bank.

6. Without limitation upon the provisions of paragraph 2 above, if sixty (60) days prior to the Closing Date, the Bank determines that there are safeguard measures and actions which will not be completed by the Closing Date, the Borrower through MoH: (a) not later than thirty (30) days before the Closing Date, prepare and present to the Bank, an action plan satisfactory to the Bank on the outstanding measures and actions, including a timetable and budget allocation for such measures and actions; and (b) thereafter, carry out, or cause to be carried out (as the case may be), said action plan in accordance with its terms and in a manner acceptable to the Bank.

Section II. Project Monitoring Reporting and Evaluation

The Borrower through MoH shall furnish to the Bank each Project Report not later than forty-five days after the end of each calendar semester, covering the calendar semester. Except as may otherwise be explicitly required or permitted under this Agreement or as may be explicitly requested by the Bank, in sharing any information, report or document related to the activities described in Schedule 1 of this Agreement, the Borrower through MoH shall ensure that such information, report or document does not include Personal Data.

Section III. Withdrawal of Loan Proceeds

A. General.

Without limitation upon the provisions of Article II of the General Conditions and in accordance with the Disbursement and Financial Information Letter, the Borrower may withdraw the proceeds of the Loan to: (a) finance Eligible Expenditures; and (b) pay the Front-end Fee and each Interest Rate Cap or Interest Rate Collar premium; in the amount allocated and, if applicable, up to the percentage set forth against each Category of the following table:

Category	Amount of the Loan Allocated (expressed in USD)	Percentage of Expenditures to be financed (inclusive of Taxes)
(1) Goods, works, non-consulting services, consulting services, Operating Costs and Training Costs for the Project, except under Categories (2) and (3) below.	64,500,000	100%
(2) Fellowships, Training Grants and Preceptors' Fees under 2.3 of the Project	135,000,000	100% of amounts disbursed
(3) Part 4 Emergency Expenditures	0	100%
(4) Front-end Fee	500,000	Amount payable pursuant to Section 2.03 of this Agreement in accordance with Section 2.07 (b) of the General Conditions
(5) Interest Rate Cap or Interest Rate Collar premium	0	Amount due pursuant to Section 4.05 (c) of the General Conditions
TOTAL AMOUNT	200,000,000	

B. Withdrawal Conditions; Withdrawal Period

1. Notwithstanding the provisions of Part A above, no withdrawal shall be made:
 - (a) for payments made prior to the Signature Date, except that withdrawals up to an aggregate amount not to exceed \$10,000,000 may be made for payments made up to twelve months prior to said Signature Date, for Eligible Expenditures under Category (1);
 - (b) under Category (2), until and unless the Borrower has presented: (i) the Training Manual; and (ii) the first two Training Agreements; all in form and substance satisfactory to the Bank;

- (c) under Category (3), until and unless: (i) the Borrower has determined that an Eligible Crisis or Emergency has occurred and has furnished to the Bank a request to withdraw Loan amounts under Category (3); (ii) the Bank has agreed with such determination, accepted said request and notified the Borrower thereof; and (iii) the Borrower has adopted the CERC Manual and Emergency Action Plan, in form and substance acceptable to the Bank.
2. The Closing Date is December 31, 2028.

Section IV. Other Undertakings

The Borrower through MoH, shall: (a) no later than (3) months after the Effective Date acquire and thereafter maintain a computerized financial management and accounting software; and (b) no later than (6) months after the Effective Date recruit an external auditor; all in form and substance satisfactory to the Bank.

SCHEDULE 3

Commitment-Linked Amortization Repayment Schedule

The following table sets forth the Principal Payment Dates of the Loan and the percentage of the total principal amount of the Loan payable on each Principal Payment Date (“Installment Share”).

Level Principal Repayments

Principal Payment Date	Installment Share
On each May 15 and November 15 Beginning November 15, 2028, through May 15, 2041	3.7%
On November 15, 2041	3.8%

APPENDIX

Definitions

1. “Anti-Corruption Guidelines” means, for purposes of paragraph 6 of the Appendix to the General Conditions, 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 and as of July 1, 2016.
2. “Annual Work Plan” or “Annual Work Plans” means any or all annual work plans to be prepared by the Borrower, through the PIU, for the implementation of the Project as further detailed in the Project Implementation Manual.
3. “Category” means a category set forth in the table in Section III.A of Schedule 2 to this Agreement.
4. “CERC Manual” means the manual referred to in Section D.1 of Schedule 2 to this Agreement, as such manual may be updated from time to time with the agreement of the Bank, and which is an integral part of the Project Implementation Manual.
5. “Contingent Emergency Response Part” means any activity or activities to be carried out under Part 4 of the Project to respond to an Eligible Crisis or Emergency.
6. “Eligible Beneficiary” or “Eligible Beneficiaries” means the health care professionals in the Borrower’s territory that will benefit from in-service training, post-graduate training and specialist-level training.
7. “Eligible Crisis or Emergency” means an event that has caused, or is likely to imminently cause, a major adverse economic and/or social impact to the Borrower, associated with a natural or man-made crisis or disaster.
8. “Emergency Action Plan” means the plan referred to in Section D1 and described in the CERC Manual, detailing the activities, budget, implementation plan, and monitoring and evaluation arrangements, to respond to the Eligible Crisis or Emergency.
9. “Environmental and Social Commitment Plan” or “ESCP” means the environmental and social commitment plan for the Project, dated May 23, 2023, as the same may be amended from time to time in accordance with the provisions thereof, which sets out the material measures and actions that the Borrower shall carry out or cause to be carried out to address the potential environmental and social risks and impacts of the Project, including the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and any environmental and social instruments to be prepared thereunder.

10. “Environmental and Social Standards” or “ESSs” means, collectively: (i) “Environmental and Social Standard 1: Assessment and Management of Environmental and Social Risks and Impacts”; (ii) “Environmental and Social Standard 2: Labor and Working Conditions”; (iii) “Environmental and Social Standard 3: Resource Efficiency and Pollution Prevention and Management”; (iv) “Environmental and Social Standard 4: Community Health and Safety”; (v) “Environmental and Social Standard 5: Land Acquisition, Restrictions on Land emergency Use and Involuntary Resettlement”; (vi) “Environmental and Social Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources”; (vii) “Environmental and Social Standard 7: Indigenous Peoples/Sub-Saharan Historically Underserved Traditional Local Communities”; (viii) “Environmental and Social Standard 8: Cultural Heritage”; (ix) “Environmental and Social Standard 9: Financial Intermediaries”; and (x) “Environmental and Social Standard 10: Stakeholder Engagement and Information Disclosure”; effective on October 1, 2018, as published by the Bank.
11. “General Conditions” means the “International Bank for Reconstruction and Development General Conditions for IBRD Financing, Investment Project Financing”, dated December 14, 2018 (revised on August 1, 2020, December 21, 2020, April 1, 2021 and January 1, 2022).
12. “Fellowships, Training Grants and Preceptors’ Fees” means all expenditures related to international or national training programs under the Project for HRH, including travel, accommodation, fees, tuitions, research grants, and other related types of expenditures to train health professionals and mobilize preceptors within the Borrower’s territory.
13. “Human Resources” or “HRH” means the human resource in the health sector, as enhanced or strengthened under the Project.
14. “HRIMS” means the Human Resources for Health Information Management System, as established and operating by the Borrower, under the Borrower’s national plan for human resources development (2017-2025) and as further detailed in the Project Implementation Manual.
15. “Institute for Specialization in Health” means *Instituto de Especialização em Saúde*, the Borrower’s institute established and operating under the Borrower’s Presidential Decree No.151/21 dated June 9, 2021.
16. “MoH” means the Borrower’s means *Ministerio da Saúde Pública*, the Borrower's National Ministry of Health, or any successor thereto acceptable to the Bank.
17. “Operating Costs” means the reasonable costs of incremental recurrent expenditures of the Borrower related to Project implementation such as, *inter alia*,

salaries of enumerators and other local survey staff, consumable items, office supplies, vehicles operation and maintenance, maintenance of equipment, maintenance of facilities, office and vehicle rentals, communication costs, banking fees, utilities and supplies, transport, accommodation and *per diem* which would not have been incurred absent the Project, and as further detailed in the Project Implementation Manual.

18. “Personal Data” means any information relating to an identified or identifiable individual. An identifiable individual is one who can be identified by reasonable means, directly or indirectly, by reference to an attribute or combination of attributes within the data, or combination of the data with other available information. Attributes that can be used to identify an identifiable individual include, but are not limited to, name, identification, number, location data, online identifier, metadata and factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of an individual.
19. “Procurement Regulations” means, for purposes of paragraph 87 of the Appendix to the General Conditions, the “World Bank Procurement Regulations for IPF Borrowers”, dated November 2020.
20. “Project Implementation Manual” or “PIM” means the manual referred to in Section I.C (1) of Schedule 2 to this Agreement, as such manual may be amended from time to time by the Borrower with the prior written approval of the Bank.
21. “Project Implementation Unit” or “PIU” means the unit established by the Borrower within UCC in charge of the implementation, coordination and management of the Project, as referred to Section I.B of Schedule 2 to this Agreement and as further detailed in the Project Implementation Manual.
22. “Signature Date” means the later of the two dates on which the Borrower and the Bank signed this Agreement and such definition applies to all references to “the date of the Loan Agreement” in the General Conditions.
23. “Training Costs” means expenditures (other than those for consultants’ services) incurred by the Borrower to finance training and workshops, *inter alia*, reasonable transportation costs, accommodation and *per-diem* of trainees and trainers (if applicable), training fees, tuitions, and rental of training facilities, materials and equipment under the Project, other than Fellowships, Training Grants and Preceptors’ Fees.
24. “Training Agreement” or “Training Agreements” means any or all agreements signed or proposed to be signed between the PIU and an Eligible Beneficiary to extend Fellowships, Training Grants and Preceptors’ Fees under Part 2.3 of the Project, as further detailed in the .

25. “Training Manual” means the manual referred to in Section I.C (2) of Schedule 2 to this Agreement, for the implementation of Part 2.3 of the Project as such manual may be amended from time to time by the Borrower with the prior written approval of the Bank.
26. “UCC” means *Unidade de Coordenação Central*, the Coordination unit set up within MoH and designated with responsibilities for the implementation of projects financed by the Bank.