
CREDIT NUMBER 7270-ZM

Financing Agreement

(Second Additional Financing for Zambia Education Enhancement Project)

between

REPUBLIC OF ZAMBIA

and

INTERNATIONAL DEVELOPMENT ASSOCIATION

CREDIT NUMBER 7270-ZM

FINANCING AGREEMENT

AGREEMENT dated as of the Signature Date between REPUBLIC OF ZAMBIA (“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) 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 — FINANCING

- 2.01. The Association agrees to extend to the Recipient a credit, which is deemed as Concessional Financing for purposes of the General Conditions, in the amount equivalent of fifty-three million Dollars (\$53,000,000) (variously, “Credit” and “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 III of Schedule 2 to this Agreement.
- 2.03. The Maximum Commitment Charge Rate is one-half of one percent (1/2 of 1%) per annum on the Unwithdrawn Financing Balance.
- 2.04. The Service Charge is the greater of: (a) the sum of three-fourths of one percent (3/4 of 1%) per annum plus the Basis Adjustment to the Service Charge; and (b) three-fourths of one percent (3/4 of 1%) per annum; on the Withdrawn Credit Balance.
- 2.05. The Interest Charge is the greater of: (a) the sum of one and a quarter percent (1.25%) per annum plus the Basis Adjustment to the Interest Charge; and (b) zero percent (0%) per annum; on the Withdrawn Credit Balance.
- 2.06. The Payment Dates are January 15 and July 15 in each year.
- 2.07. The principal amount of the Credit shall be repaid in accordance with the repayment schedule set forth in Schedule 3 to this Agreement.
- 2.08. The Payment Currency is Dollar.

5.03. For purposes of Section 11.01 of the General Conditions:

- (a) the Association's address is:

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

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

Telex:	Facsimile:
248423 (MCI)	1-202-477-6391

AGREED as of the Signature Date.

REPUBLIC OF ZAMBIA

By:



Authorized Representative

Name: Hon. Situmbeko Musokotwane

Title: Minister of Finance and National Planning

Date: 12-Dec-2023

INTERNATIONAL DEVELOPMENT ASSOCIATION

By:



Authorized Representative

Name: Achim Fock

Title: Country Manager

Date: 16-Nov-2023

SCHEDULE 1

Project Description

The objective of the Project is to improve the quality of teaching and learning conditions in targeted primary and secondary schools and to increase access to secondary education focusing on girls.

The Project consists of the following parts:

Part 1: Improving the Quality of Teaching and Learning Conditions in Language Arts, Science, And Mathematics in Targeted Primary and Secondary Schools

Improving the quality of teaching and learning conditions in language arts, science, and mathematics in targeted (“Targeted Schools”) through:

1. Enhancing teaching competencies, both in subject and pedagogical content knowledge, in language arts, mathematics, and science, with special attention to gender-sensitive pedagogical approaches including, *inter alia*: (a) the development of a multipurpose, competency-based Teacher Professional Development Index (“TPDI”) based on the Standards of Practice for the Teaching Profession in Zambia and international best practices; (b) a baseline survey designed to assess subject and pedagogical content knowledge among primary and junior secondary teachers and learners in Targeted Schools; (c) the development of corresponding in-service training packages/modules; (d) the training of primary and junior secondary school teachers in targeted schools; (e) technical assistance for the development of a teacher portal that provides access to digital teaching and learning resources; (f) technical assistance for the review of school leadership program to provide support to the teachers; (g) technical assistance for the improvement of relevant resource centers to support teachers training and school leadership; (h) technical assistance for the review of the current framework for in-service training and the upgrading of the continuous professional development; (i) technical assistance to targeted teacher-training colleges to enhance their capacity to deliver education programs by upgrading the framework for preservice teacher education, and developing a generic curriculum framework for diploma programs in collaboration with the Teacher Education and Specialized Services (TESS), Curriculum Development Center, and Teaching Council of Zambia, and a practicum which includes course and mentorship assessments; and (j) the provision of preservice and in-service training that will place significant emphasis on gender-sensitive pedagogical approaches and strengthening girls learning and educational attainment and on effective implementation of the Code of Ethics, particularly in relation to school-related gender-based violence.

2. Increasing the availability of teaching and learning materials in language arts, mathematics, home economics, and science in Targeted Schools to address the severe textbook shortage, through: (a) the assessment, redesign and improvement of the Recipient's current textbook management system, including planning, procurement, delivery and tracking of textbooks; (b) the procurement, distribution, and tracking of textbooks and teacher guides in language arts, mathematics, home economics, and science from grade 1-12 in Targeted Schools; (c) support for the development of guidelines for setting up school libraries, including reading corners in early grades (grades 1-4) where story books and language skills-related materials should be kept; (d) the adaptation of materials for children with special learning needs; (e) technical assistance for review of the national school curriculum; and (f) technical assistance for review of existing materials on school-related gender-based violence, including sexual exploitation and abuse and comprehensive sexuality education.
3. Improving teacher recruitment, deployment and management and reducing teacher shortages in Targeted Schools, through: (a) the development and implementation of a TPDI-based teacher selection and evaluation process (similar to merit-based teacher recruitment) to ensure that newly recruited teachers meet the relevant standards; (b) undertaking a baseline study to establish the extent of payroll mismatches; (c) evaluation of the effectiveness of the current decentralized teacher recruitment and deployment process adopted by the Recipient; (d) technical assistance for the review and enhancement of a teacher database to create integrated and shared system; and (e) the review of existing mechanisms and guidelines for addressing teachers' grievances.

Part 2: Increasing Access to Safe Secondary Schools

Increasing access to safe secondary schools, through:

- (a) the construction of secondary schools , including new classrooms and the necessary facilities (i.e. laboratories, office space, teacher accommodations, school halls, library and computer rooms, sanitary facilities, and weekly boarding facilities for girls and boys); (b) the development and implementation of guidelines for weekly boarding facilities management ensuring full safety of boarders; (c) the evaluation of community mode construction; (d) the development of a fully costed nationwide school infrastructure development plan from early childhood education through secondary education and possible rehabilitation of some schools infrastructure in targeted districts; (e) the provision of training to province and district-level building officers and engineers, technical supervisors, and community-level officers on procurement, financial management, and technical aspects of construction; (f) the expansion of a mobile-technology-based construction monitoring system, including the provision of related training; (g) the hiring of a third-party construction

quality supervision and support agency, including the carrying out of monitoring visits by national, provincial, and district teams; (h) the recruitment of technical supervisors for each site of construction and provision of vehicles for supervision purposes; and (i) the procurement of science and home economics laboratory equipment and consumables.

Part 3: Strengthening Institutional Capacity for Education Service Delivery and Project Management

Strengthening the capacity of MoE and its participating institutions for planning, management and monitoring and evaluation, and supporting Project implementation (e.g., monitoring and evaluation, fiduciary, safeguards), through:

1. Strengthening institutional capacity for education service delivery, including: (a) strengthening the capacity of MoE and its relevant institutions for planning, management, and monitoring and evaluation; (b) provision of software and hardware equipment for the establishment and functions of the EMIS at the MoE headquarters; (c) training on the use of the enhanced EMIS for provincial and district staff; (d) completing global positioning system school mapping for future real-time monitoring, decision-making, and resource allocation (including in response to climate and disaster risks); (e) carrying out of policy studies, surveys and evaluations; and (f) supporting the Recipient's participation in PISA D 2024.
2. Providing support to the ZEPCU for the administration and coordination of Project implementation, including: (a) establishment and operationalization of the Project governance structures; (b) recruitment of additional staff to support Project implementation, including monitoring and evaluation, fiduciary and safeguards; (c) updating of the Project Implementation Manual ("PIM"); (d) the recruitment of the Independent Verification Agency; (e) the preparation, implementation and monitoring of annual workplan and budget; and (f) establishment and maintenance of a grievance redress mechanism.

Part 4: Enhancing Institutional Capacity for Implementation of Safe School Program

Strengthening institutional mechanisms within schools and communities to prevent and address school-related gender-based violence on a pilot basis, through:

- (a) the provision of training and empowerment of guidance and counseling teachers as the school level gender focal point and relevant zonal representatives;
- (b) the development and implementation of safe school plans; and
- (c) strengthening MoE's capacity to collaborate with other agencies on school-related violence, including sexual exploitation and gender-based violence.

Part 5: Contingent Emergency Response Component

Providing immediate response to an Eligible Crisis or Emergency, as may be required during Project implementation.

SCHEDULE 2

Project Execution

Section I. Implementation Arrangements

A. Institutional Arrangements

1. Project Steering Committee

The Recipient shall maintain, a project steering committee (“Project Steering Committee” or “PSC”), at all times during Project implementation, with a structure, functions and responsibilities acceptable to the Association, which shall be responsible for providing overall Project strategic advice and direction and reviewing Project implementation progress. The PSC shall be chaired by the Permanent Secretary Administration with the Permanent Secretary Educational Services as alternate chair, both sitting in the MoE, and shall include, *inter alia*: (a) the Permanent Secretaries or their nominees of the Ministries of Finance and National Planning, Technology and Science, Gender Division, and Zambia Information and Communication Technology Authority; (b) the Project coordinator as member secretary; (c) chair of Cooperating Partners Coordination Committee; (d) chair of Zambia National Education Coalition; (e) Smart Zambia Institute; and (f) additional members as required.

2. Project Implementation Committee

The Recipient shall maintain, an implementation committee (“Project Implementation Committee” or “PIC”), at all times during Project implementation, with a structure, functions and responsibilities acceptable to the Association, which shall be responsible for reviewing implementation of Project activities and associated safeguards and fiduciary aspects, including achievement of Performance Based Conditions (“PBCs”). The PIC shall be chaired by the Permanent Secretary Educational Services of the MoE or his/her nominee deemed acceptable by the Association, and shall include, *inter alia*: (a) the ZEPCU deputy Project coordinator as member secretary; and (b) all required MoE Directors.

3. Institutional Arrangements within MoE

The Recipient shall carry out the Project through MoE and shall ensure coordination among the ZEPCU and the following units within MoE: (a) TESS with respect to activities under Part 1.1 of the Project; (b) Directorate of Curriculum Development with respect to activities under Part 1.2 of the Project; (c) HRMA with respect to activities under Part 1.3 of the Project; (d) ZEPIU with respect to activities under Part 2 of the Project; and (e) the Directorate of Planning and Information with respect to activities under Parts 3.1(a) and 4 of the Project.

4. **Zambia Education Program Coordinating Unit**

- (a) The Recipient shall maintain ZEPCU within the MoE, with a structure, equipment, functions and responsibilities acceptable to the Association, including, *inter alia*, the responsibility of the ZEPCU to assist the Recipient in the day-to-day management and coordination of education projects (ZEEP, Zambia Enhancing Early Learning Project) activities, including technical supervision and coordination of Project activities, including: (i) overall Project planning; (ii) quality oversight; (iii) communication; (iv) procurement; (v) financial management; (vi) safeguards management including the establishment and operationalization of a grievance redress mechanism; (vii) preparation of the annual work plan and budget; (viii) coordinating meeting times for the PSC and the PIC; (ix) monitoring and evaluation, including preparation of quarterly, semi-annual and annual progress reports; and (x) hiring of consultants including the Independent Verification Agency.
- (b) The Recipient shall ensure that the ZEPCU is headed by a Program coordinator and staffed, at a minimum, with ZEEP Deputy Coordinator, three (3) ZEEP component coordinators, two (2) procurement specialists, two (2) accountants, two (2) safeguards specialists (environmental and social), a gender expert, a monitoring and evaluation officer, and a communications specialist, and administrative staff, all hired with terms of reference, through competitive processes, in numbers and with qualifications and experience acceptable to the Association.

5. **Project Implementation Manual**

- (a) By no later than three (3) months after the Effective Date, the Recipient shall update and thereafter adopt a Project Implementation Manual or PIM in a manner satisfactory to the Association, which shall include the following provisions: (i) institutional coordination and day-to-day execution of the Project; (ii) Project budgeting, disbursement and financial management; (iii) procurement; (iv) monitoring, evaluation, reporting and communication of Project activities, including the Project' results framework; (v) social and environmental safeguards; (vi) terms of reference for the selection of the Independent Verification Agency as well as the protocol for the verification of achievement of PBCs; (vii) criteria for the selection of communities for Part 2 of the Project and Targeted Schools; and (viii) such other administrative, financial, technical, and organizational arrangements and procedures as shall be required for the Project.

- (b) The Recipient shall ensure that the Project is implemented in accordance with the provisions of the PIM. The Recipient shall not amend, abrogate, waive or fail to enforce any provision of the PIM without the prior written agreement of the Association; provided, however, that in case of any conflict between the arrangements and procedures set out in the PIM and the provisions of this Agreement, the provisions of this Agreement shall prevail.

6. Annual Work Plan and Budget

- (a) The Recipient shall, not later than November 1 of each year of Project implementation, prepare and furnish to the Association for no-objection, an annual work plan and budget (“Annual Work Plan and Budget”) in respect of the following year, containing all activities proposed to be included in the Project and a proposed financing plan for the Eligible Expenditures required for such activities, setting forth the proposed amounts and sources of financing.
- (b) The Recipient shall afford the Association a reasonable opportunity to exchange views on such proposed Annual Work Plan and Budget.
- (c) The Recipient shall ensure that the Project is implemented in accordance with such Annual Work Plan and Budget approved by the Association and thereafter by the Project Steering Committee.

B. Independent Verification

For purposes of carrying out Parts 1 and 4 of the Project, the Recipient shall:

1. no later than four (4) months after the Effective Date, select, hire and retain an independent verification entity (“Independent Verification Agency” or “IVA”) with qualifications and experience, and under terms of reference acceptable to the Association, in accordance with the requirements set forth or referred to in Procurement Regulations;
2. cause the IVA to: (a) carry out a periodical technical verification of the level of achievement of the PBCs; and (b) (i) prepare Independent Verification Reports covering a period of one (1) calendar quarter of such scope and detail as set forth in the PIM, and (ii) furnish each Independent Verification Report, no later than forty-five (45) days after the end of each calendar quarter; and
3. no later than thirty (30) days after the receipt of each Independent Verification Report, forward to the Association each said report.

C. Safeguards

1. The Recipient shall ensure and cause to ensure that the Project is carried out in accordance with the provisions of the Environmental and Social Management Framework (“ESMF”) and all Safeguard Assessments and Plans and the requirements of the grievance redress mechanism. To this end, the Recipient shall ensure the appropriate review, clearance and public disclosure of all Safeguard Assessments and Plans as required by the ESMF.
2. Without limitation on its other reporting obligations under this Agreement, the Recipient shall collect, compile and submit to the Association on a bi-annual basis (or such other frequency as may be agreed with the Association) consolidated reports on the status of compliance with the ESMF and the Safeguard Assessments and Plans, giving details of: (a) measures taken in furtherance of the said instruments; (b) conditions, if any, which interfere or threaten to interfere with the smooth implementation of the said measures; and (c) remedial measures taken or required to be taken to address such conditions.
3. The Recipient shall not amend, abrogate or waive, or permit to be amended, abrogated or waived, the ESMF or any Safeguard Assessments and Plans, unless the Association has provided its prior approval thereof in writing, and the Recipient has complied with the same consultation and disclosure requirements as applicable to the original adoption of the said instruments.
4. In the event of any conflict between the provisions the ESMF or any Safeguard Assessments and Plans, and the provisions of this Agreement, the provisions of this Agreement shall prevail.
5.
 - (a) The Recipient shall ensure that the Project is carried out with due regard to appropriate health, safety, social, and environmental standards and practices, and in accordance with the Gender-Based Violence Action Plan to be prepared no later than two (2) months after the Effective Date (“GBV Action Plan”). Except as the Association shall otherwise agree, the Recipient shall ensure, and cause to ensure, GBV Action Plan is not amended, suspended or waived. In case of any inconsistencies between the provisions of the GBV Action Plan and the provisions of this Agreement, the provisions of this Agreement shall prevail.
 - (b) Without limitation upon its other reporting obligations under this Agreement, the Recipient shall take all measures necessary on its part to regularly collect, compile, and submit to the Association, and promptly in a separate report whenever the Association may require, information on the status of compliance with the GBV Action Plan. Such information shall include: (i) measures taken in furtherance of the GBV Action Plan; (ii) conditions, if any, which interfere or threaten to interfere with the

smooth implementation of the GBV Action Plan; and (iii) remedial measures taken or required to be taken to address such conditions.

D. Contingent Emergency Response under Part 5 of the Project

1. To ensure the proper implementation of Part 5 of the Project (“Contingent Emergency Response”) (“CERC Part”), the Recipient shall:
 - (a) prepare and furnish to the Association for its review and approval, an operations manual which shall set forth detailed implementation arrangements for the CERC Part, including: (i) designation of, terms of reference for and resources to be allocated to, the entity to be responsible for coordinating and implementing the CERC Part (“Coordinating Authority”); (ii) specific activities which may be included in the CERC Part, Eligible Expenditures required therefor (“Emergency Expenditures”), and any procedures for such inclusion; (iii) financial management arrangements for the CERC Part; (iv) procurement methods and procedures for Emergency Expenditures to be financed under the CERC Part; (v) documentation required for withdrawals of Emergency Expenditures; (vi) environmental and social safeguard management frameworks for the CERC Part, consistent with the Association’s policies on the matter; and (vii) any other arrangements necessary to ensure proper coordination and implementation of the CERC Part;
 - (b) afford the Association a reasonable opportunity to review said proposed operations manual;
 - (c) promptly adopt such operations manual for the CERC Part as shall have been approved by the Association (“CERC Operations Manual”);
 - (d) ensure that the CERC Part is carried out in accordance with the CERC Operations Manual; provided, however, that in the event of any inconsistency between the provisions of the CERC Operations Manual and this Agreement, the provisions of this Agreement shall prevail; and
 - (e) not amend, suspend, abrogate, repeal or waive any provision of the CERC Operations Manual without prior approval by the Association.
2. The Recipient shall, throughout the implementation of the CERC Part, maintain the Coordinating Authority, with adequate staff and resources satisfactory to the Association.
3. The Recipient shall undertake no activities under the CERC Part (and no activities shall be included in the CERC Part) unless and until the following conditions have been met in respect of said activities:

- (a) the Recipient has determined that an Eligible Crisis or Emergency has occurred, has furnished to the Association a request to include said activities in the CERC Part in order to respond to said Eligible Crisis or Emergency, and the Association has agreed with such determination, accepted said request and notified the Recipient thereof;
 - (b) the Recipient has prepared and disclosed all safeguards instruments required for said activities, in accordance with the CERC Operations Manual, the Association has approved all such instruments, and the Recipient has implemented any actions which are required to be taken under said instruments.
4. Emergency Expenditures required for the CERC Part of the Project shall be procured in accordance with the procurement methods and procedures set forth in the CERC Operations Manual.

Section II. Project Monitoring, Reporting and Evaluation

1. The Recipient shall furnish to the Association each Project Report not later than forty-five (45) days after the end of each calendar quarter, covering the calendar quarter.

Section III. Withdrawal of the Proceeds of the Financing

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 Recipient may withdraw the proceeds of the Financing to finance Eligible Expenditures in the amount allocated and, if applicable, up to the percentage set forth against each Category of the following table:

Category	Amount of the Credit 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 Part 2 of the Project	53,000,000	100%
(2) Emergency Expenditures under Part 5 of the Project	0	100%
TOTAL AMOUNT	53,000,000	

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; and
 - (c) under Category (2), for Emergency Expenditures, under Part 5 of the Project, unless and until the Association is satisfied, and notified the Recipient of its satisfaction, that all of the following conditions have been met in respect of said activities:
 - (i) the Recipient has determined that an Eligible Crisis or Emergency has occurred, has furnished to the Association a request to include said activities in the CERC Part in order to respond to said Eligible Crisis or Emergency, and the Association has agreed with such determination, accepted said request and notified the Recipient thereof;
 - (ii) the Recipient has prepared and disclosed all safeguards instruments required for said activities, and the Recipient has implemented any actions which are required to be taken under said instruments, all in accordance with the provisions of Section I.D of Schedule 2 to this Agreement;
 - (iii) the Recipient's Coordinating Authority has adequate staff and resources, in accordance with the provisions of Section I.D of Schedule 2 to this Agreement, for the purposes of said activities; and
 - (iv) the Recipient has adopted a CERC Operations Manual in form, substance and manner acceptable to the Association and the provisions of the CERC Operations Manual remain or have been updated in accordance with the provisions of Section I.D of Schedule 2 to this Agreement so as to be appropriate for the inclusion and implementation of said activities under the CERC Part.
2. The Closing Date is December 31, 2025.

SCHEDULE 3

Repayment Schedule

Date Payment Due	Principal Amount of the Credit repayable (expressed as a percentage)*
On each January 15 and July 15:	
commencing July 15, 2028, to and including January 15, 2048	1.65%
commencing July 15, 2048, to and including January 15, 2053	3.40%

* The percentages represent the percentage of the principal amount of the Credit to be repaid, except as the Association may otherwise specify pursuant to Section 3.05(b) of the General Conditions.

APPENDIX

Definitions

1. “Annual Work Plan and Budget” means each annual plan referred to in Section I.A.6 of Schedule 2 to this Agreement.
2. “Anti-Corruption Guidelines” means, for purposes of paragraph 5 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.
3. “Basis Adjustment to the Interest Charge” means the Association’s standard basis adjustment to the Interest Charge for credits in the currency of denomination of the Credit, in effect at 12:01 a.m. Washington, D.C. time, on the date on which the Credit is approved by the Executive Directors of the Association, and expressed either as a positive or negative percentage per annum.
4. “Basis Adjustment to the Service Charge” means the Association’s standard basis adjustment to the Service Charge for credits in the currency of denomination of the Credit, in effect at 12:01 a.m. Washington, D.C. time, on the date on which the Credit is approved by the Executive Directors of the Association, and expressed as a percentage per annum.
5. “Category” means a category set forth in the table in Section III.A of Schedule 2 to this Agreement.
6. “CERC Operations Manual” means the operations manual referred to in Section I.D of Schedule 2 to this this Agreement, to be adopted by the Recipient for the CERC Part of the Project in accordance with the provisions of said Section.
7. “CERC Part of the Project” and “CERC Part” each means Part 5 of the Project.
8. “Code of Ethics” means the Teaching Profession (Code of Ethics) Regulations 2018, Statutory Instrument No.1 2018, setting out the functions of teachers in the school environment, and which guides the interaction amongst teachers, as well as with learners and parents.
9. “Coordinating Authority” means the entity or entities designated by the Recipient in the CERC Operations Manual and approved by the Association pursuant to Section I.D of Schedule 2 to this Agreement, to be responsible for coordinating the CERC Part the Project.
10. “Cooperating Partners Coordination Committee” means a platform for dialogue and collaboration among cooperating partners working in the education sector in Zambia and established pursuant to the 2007 Joint Assistance Strategy for Zambia.

11. “Curriculum Development Directorate” means the Recipient’s institution responsible for facilitating curriculum development within the MoE.
12. “Directorate of Planning and Information” means the MoE’s Directorate of Planning and Information.
13. “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 Recipient, associated with a natural or man-made crisis or disaster.
14. “Emergency Expenditure” means any of the Eligible Expenditures set forth in the CERC Operations Manual in accordance with the provisions of Section I.D of Schedule 2 to this Agreement and required for the activities included in the CERC Part of the Project.
15. “EMIS” means education management information system
16. “Environmental and Social Management Framework” or “ESMF” means the framework document prepared and adopted by the Recipient and disclosed in-country on March 13, 2020 and updated and disclosed on February 1, 2023, setting out the modalities to be followed in assessing the potential adverse environmental and social impacts of Project activities, and risks of gender-based violence and sexual exploitation and abuse and the measures to be taken to offset, reduce or mitigate such adverse impacts, including measures that endeavor to prevent and respond to gender-based violence and sexual exploitation and abuse; as well as for the preparation of environmental and social management plans, as such framework may be amended by the Recipient from time to time, with the prior written agreement of the Association.
17. “ESMP” means the plan to be prepared, adopted and disclosed by the Recipient based on the ESMF, setting out details of the specific actions and measures including measures that endeavor to prevent and respond to gender-based violence and sexual exploitation and abuse, as well as policies designed to facilitate the achievement of the objectives of the respective ESIA’s under the Project, along with the procedural and institutional measures needed to implement such actions, measures and policies, including any schedules to such plans, and as such plan may be amended by the Recipient from time to time, with the prior written approval of the Association.
18. “First Additional Credit to the Original Project” means the first additional credit in an amount of SDR 88,000,000 extended to the Recipient by the Association through a financing agreement dated September 20, 2021.
19. “Gender-Based Violence Action Plan” or “GBV Action Plan” means the plan to be prepared and adopted by the Recipient, no later than two (2) months after the

Effective Date, satisfactory to the Association, disclosed in-country, setting out the measures to be taken to mitigate and respond to gender-based violence risks during the implementation and operation of the Project, as said plan may be amended from time to time with the Association's prior written agreement.

20. "Gender Division" means the division under the office of the President responsible for coordinating and monitoring the effective implementation of gender policies in Zambia (formerly known as the Ministry of Gender).
21. "General Conditions" means the "International Development Association General Conditions for IDA Financing, Investment Project Financing", dated December 14, 2018 (revised on August 1, 2020, April 1, 2021, and January 1, 2022).
22. "GPS" means global positioning system.
23. "HRMA" means MoE's Directorate of Human Resources Management and Administration.
24. "Independent Verification Agency" or "IVA" means either a consultant or consultants (hired in accordance with the requirements set forth or referred to in the Procurement Regulations) - or a panel of experts selected in accordance with the criteria set forth in the Project Implementation Manual - as referred to in Section I.B of Schedule 2 to this Agreement.
25. "Independent Verification Report" means each of the quarterly reports referred to in Section I.B.2 of Schedule 2 to this Agreement.
26. "Ministry of Education" or "MoE" means Recipient's ministry responsible for matters relating to pre-primary, primary, secondary and tertiary education, or its successor thereto.
27. "Ministry of Finance and National Planning" means the Recipient's ministry responsible for finance, national planning and development, or its successor thereto.
28. "Ministry of Technology and Science" means the Recipient's ministry responsible for formulating and reviewing technology and science policies to contribute to economic growth, or its successor thereto.
29. "Operating Costs" means the incremental expenses incurred on account of Project implementation, based on the Annual Work Plan and Budget, and consisting of expenditures for office supplies, vehicle operation and maintenance, maintenance of equipment, communication and insurance costs, office administration costs, utilities, rental, consumables, accommodation, national and international travel and *per diem*, and salaries of Project staff, but excluding the salaries of the

Recipient's civil servants, meeting and other sitting allowances and honoraria to said staff.

30. "Original Credit" means the credit in an amount of SDR 43,200,000 extended to the Recipient by the Association through a financing agreement dated February 26, 2018.
31. "Original Project" means the project described in Schedule 1 to the Original Credit as amended.
32. "PBC" means Performance-based conditions.
33. "Permanent Secretary Administration" means the Recipient's permanent secretary responsible for administration within the MoE.
34. "Permanent Secretary of Educational Services" means the Recipients permanent secretary responsible for education services within the MoE.
35. "PISA D 2024" means the program for the international student assessment 2024, a triennial international survey aimed at evaluation education systems worldwide by testing the skills and knowledge of 15-year-old students who are nearing the end of their compulsory education.
36. "Procurement Regulations" means, for purposes of paragraph 85 of the Appendix to the General Conditions, the "World Bank Procurement Regulations for IPF Borrowers", dated November 2020.
37. "Project Implementation Committee" means the committee referred to in Section I.A.2 of Schedule 2 to this Agreement.
38. "Project Implementation Manual" means the manual referred to in Section I.A.5 of Schedule 2 to this Agreement.
39. "Project Steering Committee" means the committee referred to in Section I.A.1 of Schedule 2 to this Agreement, which serves as a steering committee for both ZEEP and ZEEL.
40. "Safeguard Assessments and Plans" means, collectively, the ESIA's and ESMP's.
41. "Signature Date" means the later of the two dates on which the Recipient and the Association signed this Agreement and such definition applies to all references to "the date of the Financing Agreement" in the General Conditions.
42. "Smart Zambia Institute" means a division in the office of the President charged with the management and promotion of electronic government services and processes in terms of the Electronic Government Act No.41 of 2021.

43. “Standards of Practice for the Teaching Profession” means the Recipients standards of practice for the teaching professions development by the Ministry of Education and its partners, and which specify the minimum level of practice or performance level of teachers in Zambia.
44. “Targeted Schools” means the primary and secondary schools in the selected districts which will benefit from intervention under the Project.
45. “Teacher Education and Specialized Services” or “TESS” means the Recipient’s directorate of teacher education and specialized services responsible for teacher education related issues, including teacher training.
46. “Teacher Professional Development Index” or “TPDI” means teacher professional development index.
47. “Teaching Council of Zambia” means the statutory body under the Ministry of Education established pursuant to the Teaching Profession Act No. 5 of 2013 to provide for the regulation of teachers, their practice and professional conduct.
48. “Training Costs” means the costs associated with national and international training, workshops and study tours provided under the Project, based on the Annual Work Plan and Budget, consisting of reasonable expenditures (other than expenditures for consultants’ services) for: (a) travel, room, board and *per diem* expenditures incurred by trainers and trainees in connection with their training and by non-consultant training facilitators; (b) course fees; (c) training facility rentals; and (d) training material preparation, acquisition, reproduction and distribution expenses.
49. “Zambia” means the Republic of Zambia.
50. “Zambia Information and Communication Technology Authority” means a statutory body established under the Information and Technology Act No. 15 of 2009 to regulate the information communication technology sector in Zambia.
51. “Zambia National Education Coalition” means a national coalition of civil society responsible for promoting and advocating for education for all goals in Zambia.
52. “ZEEL” means the Zambia Enhancing Early Learning Project
53. “ZEEP” means the Zambia Education Enhancement Project.
54. “ZEPCU” means MoE’s Zambia education program coordinating unit referred to in Section I.A.4 of Schedule 2 to this Agreement.
55. “ZEPIU” means the MoE’s Zambia education project implementation unit that is mandated to supervise the construction of education infrastructure across Zambia.