



GRANT NUMBER TF018053

**Multi-Donor Trust Fund for GEQIP II
Grant Agreement**

(Ethiopia General Education Quality Improvement Project II)

between

FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

and

**INTERNATIONAL DEVELOPMENT ASSOCIATION
(acting as administrator of the Multi-Donor Trust Fund for the Ethiopia General
Education Quality Improvement Project II)**

Dated *October 1*, 2014

GRANT NUMBER No. TF018053

MULTI DONOR TRUST FUND FOR GEQIP II GRANT AGREEMENT

AGREEMENT dated *October 1*, 2014, entered into between: FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA (“Recipient”); and INTERNATIONAL DEVELOPMENT ASSOCIATION (the “World Bank”), acting as administrator of the grant funds provided by various donors (“Donors”) under the Multi-Donor Trust Fund (“Trust Fund”) for the Ethiopia General Education Quality Improvement Project II (“Original Project”).

WHEREAS (A) the World Bank has received a letter from the Recipient, dated November 4, 2008, describing a plan designed to improve the quality of general education throughout the Recipient’s territory (the “General Education Quality Improvement Program,” or the “GEQIP Program”) and declaring the Recipient’s commitment to the execution of the GEQIP Program;

(B) the Recipient requested the World Bank and other contributing partners (the “Contributing Partners,” as hereinafter defined) to assist in the financing of the GEQIP Program through a series of grants and/or credits in two successive phases over a period of approximately eight (8) years;

(C) the Recipient intends to contribute various amounts of its own funds to assist in financing the GEQIP Program;

WHEREAS the World Bank has agreed, on the basis, *inter alia*, of the foregoing, to extend the Grant to the Recipient upon the terms and conditions set forth in this Agreement; and

NOW THEREFORE the Recipient and the World Bank hereby agree as follows:

**Article I
Standard Conditions; Definitions**

- 1.01. The Standard Conditions for Grants Made by the World Bank Out of Various Funds, dated February 15, 2012 (“Standard Conditions”), 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 Standard Conditions or in this Agreement (including the Appendix thereto).

Article II
The Project

- 2.01. The Recipient declares its commitment to the objectives of the project described in Schedule 1 to this Agreement (“Project”). To this end, the Recipient shall carry out the Project through its Ministry of Education in accordance with the provisions of Article II of the Standard Conditions.
- 2.02. Without limitation upon the provisions of Section 2.01 of this Agreement, and except as the Recipient and the World Bank 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 III
The Grant

- 3.01. The World Bank agrees to extend to the Recipient, on the terms and conditions set forth or referred to in this Agreement, a grant in an amount equal to forty nine million one hundred fourteen thousand six hundred and thirty-two United States Dollars (\$49,114,632) (“Grant”) to assist in financing the Project.
- 3.02. The Recipient may withdraw the proceeds of the Grant in accordance with Section IV of Schedule 2 to this Agreement.
- 3.03. The Grant is funded out of the above mentioned Trust Fund for which the World Bank receives periodic contributions from the donors to the Trust Fund. In accordance with Section 3.02 of the Standard Conditions, the World Bank’s payment obligations in connection with this Agreement are limited to the amount of funds made available to it by the donors under the above mentioned Trust Fund, and the Recipient’s right to withdraw the Grant proceeds is subject to the availability of such funds.

Article IV
Recipient's Representative; Addresses

4.01. The Recipient's Representative is its Minister for Finance and Economic Development.

4.02. The Recipient's Address is:

Ministry of Finance and Economic Development
P.O. Box 1905
Addis Ababa
Federal Democratic Republic of Ethiopia

Cable:	Telex:	Facsimile:
MINFIN	21147	(251-111) 551355

4.03. The World Bank's Address is:

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

Cable:	Telex:	Facsimile:
INDEVAS Washington, D.C.	248423 (MCI)	1-202-477-6391

AGREED at Addis Ababa, Federal Democratic Republic of Ethiopia, as of the day and year first above written.

FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

By



Authorized Representative

Name: **AHMED SHIDE**

State Minister

Title: _____

INTERNATIONAL DEVELOPMENT ASSOCIATION
(acting as administrator of the Multi-Donor Trust Fund for
the Ethiopia General Education Quality Improvement
Project II)

By



Authorized Representative

Name: Guang Zhe Chen

Title: Country Director

SCHEDULE 1

Project Description

The objective of the Project is improving learning conditions in primary and secondary schools and strengthening of institutions at different levels of educational administration.

The Project constitutes the second series of the GEQIP Program, and consists of the following parts:

Part 1: Curriculum, Textbooks, Assessment, Examinations and Inspection

Supporting General Education curriculum reform through provision of technical assistance for, inter alia: (i) improving the quality and relevance of the curriculum; (ii) maintaining and increasing the supply of textbooks and supplementary reading materials for primary schools; (iii) developing a robust national assessment and examinations system, and (iv) ensure curriculum implementation by developing an effective schools inspectorate.

Part 2: Teacher Development Program

- (a) Enhancing the training of pre-service teachers in teacher education institutions through: (i) improved selection of entrants to teacher training; (ii) provision of teaching materials in the teacher education institutions (TEIs); (iii) enhanced practicum for teacher candidates; (iv) in-service pedagogical training for teacher educators; (v) enhanced English language supports in the TEIs; and (vi) provision of a training program for ABE facilitators.
- (b) Improving the quality of in-service teacher training through: (i) enhancing the provision of continuous professional development at Schools; (ii) providing English language training for teachers of English and developing a cadre of school-based English mentors who will support all teachers using English as a medium of instruction; (iii) developing a teacher career structure, licensing and re-licensing system which recognizes professional development and behavior, and (iv) upgrading primary teachers from a certificate qualification to a diploma qualification.

Part 3: School Improvement Plan

- (a) Improving the capacity of Schools to identify problem areas, develop priorities based on identified problems and prepare a School Improvement Plan to address the prioritized needs.
- (b) Provision of School Grants to improve basic teaching and learning conditions in Schools.

Part 4: Management and Capacity Building, including EMIS

- (a) Enhancing the capacity for strategic planning and budget analysis in the education sector, at national, Regional and Woreda level, and strengthening resource allocation and transfer systems.
- (b) Enhancing the capacity for participatory school planning, leadership, management and monitoring to improve effectiveness and accountability in school performance.
- (c) Assisting the Ministry of Education to enhance its capacity for policy analysis and planning and assisting the Ministry of Education and Regional Education Bureaus in strengthening existing EMIS.

Part 5: Improving the Quality of Learning and Teaching through the use of Information and Communications Technology (“ICT”)

- (a) Developing an integrated Monitoring, Evaluation and Learning System for the ICT.
- (b) Developing a national policy and institutions for ICT in general education.
- (c) Developing a national ICT infrastructure improvement plan for general education through strengthening the specification, procurement, distribution and management of ICT in secondary education and developing a capacity for producing digital learning content.
- (d) Teacher professional development in the use of ICT through: (i) developing an Ethiopian-relevant ICT competency framework for teachers; (ii) supporting continuing professional development and training programs for teachers; and (iii) developing a professional development and training program that encourages teachers to use technology solutions.
- (e) Piloting the use of e-Braille display readers in select schools.

Part 6: Program Coordination, Monitoring and Evaluation and Communication

- (a) Strengthening the Recipient’s institutional capacity for coordinating and implementing the GEQIP Program at federal, Regional and Woreda levels.
- (b) Supporting the development of a monitoring and evaluation system for the Project at federal, Regional and Woreda levels.

SCHEDULE 2

Project Execution

Section I. Implementation and Other Arrangements

A. Institutional Arrangements

The Recipient shall carry out the Project in accordance with the PIM (including School Grants Guidelines) and shall not amend or waive any provision of the PIM without prior approval of the World Bank if such amendment or waiver may, in the opinion of the World Bank, materially or adversely affect the implementation of the Project.

B. Institutional Arrangements

The Recipient shall ensure, the carrying out by the following institutions, of responsibilities for Project implementation as described herein below:

1. Federal Level

- (a) *Ministry of Education ("MoE")*. The Recipient shall ensure that the MoE is maintained at all times during the implementation of the Project with mandate, staffing and resources satisfactory to the World Bank for the purpose of ensuring the prompt and efficient overall coordination, monitoring and evaluation of Project activities including the department of planning and policy analysis, and the departments concerns with procurement management and finance.
- (b) *Ministry of Finance and Economic Development ("MoFED")*. The Recipient shall ensure that MoFED is provided with resources and staffing adequate to discharge its responsibilities for overall financial management aspects of the Project.
- (c) *Federal GEQIP Coordination Committee*. Without limitation upon the provisions of paragraphs B.1(a) and (b) of this Section, the Recipient shall maintain, at all times until the completion of the Project, the GEQIP Coordination Committee, at the federal level, with a composition, mandate and resources satisfactory to the World Bank, to be responsible for coordinating the implementation of the Project.

2. Regional Level

- (a) *Regional Education Bureaus*. The Recipient shall ensure that the departments or units within Regional Education Bureaus responsible for planning and policy analysis are maintained at all times during the implementation of the Project with mandate, staffing and resources

satisfactory to the World Bank including responsibility for planning, management and overall coordination of the elements of the Project mandated at the Regional level.

- (b) *Bureaus of Finance and Economic Development ("BoFEDs")*. The Recipient shall ensure that BoFEDs have the mandate, resources and staffing satisfactory to the World Bank for financial management aspects of the Project activities at the Regional level.
- (c) *Regional GEQIP Coordination Committees and Coordination Units*. Without limitation upon the provisions of paragraph B.2(a) and (b) of this Section, the Recipient shall maintain, at all times until the completion of the Project, the GEQIP Coordination Committees as well as GEQIP Coordination Units, at the Regional level, with a composition, mandate and resources satisfactory to the World Bank.

3. Woreda Level

- (a) *Woreda Education Offices*. The Recipient shall ensure that Woreda Education Offices are maintained at all times during the implementation of the Project with mandate, staffing and resources satisfactory to the World Bank.
- (b) *Woreda Offices of Finance and Economic Development (WoFEDs)*. The Recipient shall ensure that the WoFEDs have the mandate, resources and staffing satisfactory to the World Bank for financial management aspects of the Project activities at the Woreda level.

C. Anti-Corruption

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

D. School Grants

The Recipient shall ensure that the School Grants sub-component under Part 3 of the Project is carried out in accordance with the criteria, policies, procedures and guidelines of the School Grant Guidelines. The Recipient shall not amend, abrogate, or waive, or permit to be amended, abrogated or waived, the School Grant Guidelines, or any provision thereof, in a manner which, in the opinion of the World Bank, may materially and adversely affect the implementation of Part 3 of the Project.

E. Annual Work Plans and Training Plans

- 1. The Recipient shall prepare and furnish to the World Bank and Contributing Partners each EFY, a proposed annual work plan consisting of activities proposed

for inclusion in the GEQIP Program during the following EFY together with a proposed budget and financing plan for such activities.

2. The Recipient shall exchange views with the World Bank and Contributing Partners on each proposed annual work plan, and shall thereafter adopt, and carry out such work plan for such following EFY as shall have been agreed with the World Bank and Contributing Partners (“Annual Work Plan”), as such Annual Work Plan may be subsequently revised with the agreement of the World Bank and Contributing Partners.
3. Each such proposed annual work plan shall specify any training activities that may be required under the Project, including: (a) the type of training; (b) the purpose of the training; (c) the personnel to be trained; (d) the institution or individual who will conduct the training; (e) the location and duration of the training; and (f) the cost of the training (“Training Plan”).
4. The Recipient shall, prepare and adopt the Annual Work Plan and the Training Plan, in form and substance satisfactory to the World Bank, in accordance with Part E of Section I of Schedule 2 to the Financing Agreement.

F. Donor Visibility and Visit

1. The Recipient shall take or cause to be taken all such measures as the World Bank may reasonably request to identify publicly the Donors’ support for the Project.
2. For the purposes of Section 2.09 of the Standard Conditions, the Recipient shall, upon the World Bank’s request, take all measures required on its part to enable the representatives of the Trust Fund donors to visit any part of the Recipient’s territory for purposes related to the Project.

Section II. Project Monitoring, Reporting and Evaluation

A. Project Reports; Completion Report

1. The Recipient shall monitor and evaluate the progress of the Project and the GEQIP Program and prepare a Project Report in accordance with the provisions of Section 2.06 of the Standard Conditions and on the basis of indicators agreed with the World Bank and the Contributing Partners. Each such Project Report shall cover the first six (6) months of an Ethiopian Fiscal Year (“semiannual report”), and shall be furnished to the Association and the Contributing Partners not later than seventy-five (75) days after the end of the period covered by such report.
2. Without limitation upon the provisions of paragraph 1 of this Part A relating to semiannual reports, the Recipient shall by not later than September 22, 2015, furnish to the World Bank and the Contributing Partners an annual report on the

progress of the Project and the GEQIP Program during the EFY 2007, and shall thereafter review such report jointly with the World Bank and other Contributing Partners taking into account the views of the World Bank and the Contributing Partners thereon. Thereafter, each year during the implementation of the Project, furnish to the World Bank and the Contributing Partners a report on the progress of the Project and the GEQIP Program during the given EFY, and shall thereafter review such report jointly with the World Bank and the Contributing Partners, and shall take all action necessary to take into account the views of the World Bank and Contributing Partners thereon.

3. Midterm Review

The Recipient shall:

- (a) not later than July 7, 2016, carry out jointly with the World Bank and the Contributing Partners a mid-term review, which shall cover: (i) overall progress in the implementation of the Project in meeting the objectives of the GEQIP Program; and (ii) the results of the monitoring and evaluation activities, as measured against the performance indicators;
- (b) not later than one (1) month before the review referred to in subparagraph (a) above, prepare and furnish to the World Bank a report in such scope and detail as the World Bank shall reasonably request, on the implementation of the Project and achievement of the objectives of the GEQIP Program, including a program of action to deal with potential deficiencies in Project implementation as may have been identified prior to carrying out such review; and
- (c) thereafter, act promptly and diligently in order to take all measures required to ensure the efficient completion of the Project and the achievement of the objectives of the GEQIP Program, based on the conclusions and recommendations of the said report and the World Bank's views on the matter.

4. The Recipient shall prepare the Completion Report in accordance with the provisions of Section 2.06 of the Standard Conditions. The Completion Report shall be furnished to the World Bank not later than four (4) months after the Closing Date.

B. Financial Management; Financial Reports; Audits

1. The Recipient shall ensure that a financial management system is maintained in accordance with the provisions of Section 2.07 of the Standard Conditions.

2. Without limitation on the provisions of Part A of this Section, the Recipient shall prepare and furnish to the World Bank not later than seventy-five (75) 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 World Bank.
3. The Recipient shall have its Financial Statements for the Project audited in accordance with the provisions of Section 2.07 (b) of the Standard Conditions. Each such audit of the Financial Statements shall cover the period of one Ethiopian Fiscal Year. The audited Financial Statements for each such period shall be furnished to the World Bank not later than six (6) months after the end of such period.
4. ***Audit of School Grants.*** Without limitation upon the provisions of paragraph 3 immediately above, the Recipient shall carry out an audit of School Grants under Part 3 (b) of the Project, on terms and conditions satisfactory to the World Bank, and furnish a report of said audit to the World Bank not later than six (6) months after the end of the period to which said audit relates.

Section III. Procurement

A. General

1. **Goods.** All goods and non-consulting services required for the Project and to be financed out of the proceeds of the Grant 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 Grant 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 World Bank of particular contracts, refer to the corresponding method described in the Procurement Guidelines, or Consultant Guidelines, as the case may be.

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

1. **International and National 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 and National Competitive Bidding. National Competitive Bidding (NCB) shall follow the Recipient's procurement procedures, subject to the following additional procedures:

- (a) The Recipient's standard bidding documents for procurement of goods and works acceptable to the World Bank shall be used. At the request of the Recipient, the introduction of requirements for bidders to sign an Anti-Bribery pledge and/or statement of undertaking to observe Ethiopian Law against fraud and corruption and other forms that ought to be completed and signed by him/her may be included in bidding documents if the arrangements governing such undertakings are acceptable to the World Bank;
- (b) If pre-qualification is used, the World Bank's standard prequalification document shall be used;
- (c) No margin of preference shall be granted in bid evaluation on the basis of bidder's nationality, origin of goods or services, and/or preferential programs such as but not limited to small and medium enterprises;
- (d) Mandatory registration in a supplier list shall not be used to assess bidders' qualifications. A foreign bidder shall not be required to register as a condition for submitting its bid and if recommended for contract award shall be given a reasonable opportunity to register with the reasonable cooperation of the Recipient, prior to contract signing. Invitations to bids shall be advertised in at least one newspaper of national circulation or the official gazette, or on a widely used website or electronic portal with free national and international access;
- (e) Bidders shall be given a minimum of thirty (30) days to submit bids from the date of availability of the bidding documents;
- (f) All bidding for goods and works shall be carried out through a one-envelope procedure;
- (g) Evaluation of bids shall be made in strict adherence to the evaluation criteria specified in the bidding documents. Evaluation criteria other than price shall be quantified in monetary terms. Merit points shall not be used, and no minimum point or percentage value shall be assigned to the significance of price, in bid evaluation;
- (h) The results of evaluation and award of contract shall be made public. All bids shall not be rejected and the procurement process shall not be cancelled, a failure of bidding declared, or new bids shall not be solicited, without the World Bank's prior written concurrence. No bids shall be rejected on the basis of comparison with the cost estimates without the World Bank's prior written concurrence; and
- (i) In accordance with Paragraph 1.16(e) of the Procurement Guidelines, each bidding document and contract financed out of the proceeds of the Grant shall provide that: (1) the bidders, suppliers, contractors and

subcontractors, agents, personnel, consultants, service providers, or suppliers shall permit the World Bank, at its request, to inspect all accounts, records and comments relating to the bid submission and performance of the contract, and to have them audited by auditors appointed by the World Bank; and (2) any act intended to materially impede the exercise of the World Bank's audit and inspection rights constitutes an obstructive practice as defined in the paragraph 1.16(a)(v) of the Procurement Guidelines.

2. **Other Methods of Procurement of Goods and Non-consulting Services.** The following table specifies the methods of procurement, other than International Competitive Bidding and National Competitive Bidding, which may be used for procurement of goods and non-consulting services. The Procurement Plan shall specify the circumstances under which such methods may be used:

Procurement Methods	
(a)	Direct Contracting
(b)	Shopping
(c)	Procurement from United Nations Agencies
(d)	Limited International Bidding
(e)	Community Participation

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. For purposes of paragraph 2.7 of the Consultant Guidelines, the short list of consultants for services estimated to cost less than US\$200,000 equivalent per contract may comprise entirely national consultants.
2. **Other Methods of Procurement of Consultants' Services.** The following table specifies methods of procurement, other than Quality and Cost-based Selection, which may be used for consultants' services. The Procurement Plan shall specify the circumstances under which such methods may be used.

Procurement Methods	
(a)	Least Cost Selection
(b)	Selection Based on the Consultants' Qualifications
(c)	Single Source Selection

(d)	Selection of Individual Consultants
(e)	Quality Based Selection

D. Review by the World Bank of Procurement Decisions

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

Section IV. Withdrawal of the Proceeds of the Grant

A. General

1. The Recipient may withdraw the proceeds of the Grant in accordance with the provisions of Article II of the General Conditions, this Section, and such additional instructions as the World Bank 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 World Bank 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 Grant ("Category"), the allocations of the amounts of the Credit to each Category, and the percentage of expenditures to be financed for Eligible Expenditures in each Category:

Category	Amount of the Credit Allocated (expressed in US\$)	Percentage of Expenditures to be Financed (inclusive of Taxes)
Goods, consultants services, non-consulting services, School Grants, Training and Operating Costs under the Project	49,114,632	100%
TOTAL AMOUNT	49,114,632	

B. Withdrawal Conditions; Withdrawal Period

1. Notwithstanding the provisions of Part 1 of this Section, no withdrawal shall be made for payments made prior to the date of this Agreement.
2. The Closing Date is July 31, 2018.

Section V. Other Undertakings

Without limitation upon the provisions of Section 2.01 of the Standard Conditions, and except as the World Bank shall otherwise agree, the Recipient shall ensure timely implementation of any measures referred to in the Social Assessment, as relevant to Project beneficiaries, including, more vulnerable and disadvantaged groups and Projects beneficiaries in emerging regions, in a manner satisfactory to the World Bank.

APPENDIX

Section I. Definitions

1. “ABE” means Alternative Basic Education.
2. “Annual Work Plan” means a plan to be submitted by the Recipient during each EFY, pursuant to the provisions of Section I.E.1 of Schedule 2 to this Agreement, setting forth the results targets, planned activities, budget, as well as financial, accounting, disbursement, procurement and administrative procedures for implementation of the Project, and, “Annual Work Plans” means all such plans, as the same may be amended from time to time.
3. “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.
4. “BoFED” means the Bureau of Finance and Economic Development of the Region (or, in the case of Addis Ababa and Dire Dawa, City Administration) which is participating in the Project.
5. “Category” means a category set forth in the table in Section IV of Schedule 2 to this Agreement.
6. “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.
7. “Contributing Partner” means a financier other than the World Bank which intends to provide or is providing financing in support of the GEQIP Program; and “Contributing Partners” means, collectively, all such financiers.
8. “Ethiopian Fiscal Year” or “EFY” means the Fiscal Year of the Recipient which commences on July 8 and ends on July 7.
9. “EMIS” means Education Management Information Systems.
10. “Financing Agreement” means the agreement dated December 5, 2013, and entered into between the Recipient and the International Development Association for the purposes of the Original Project.
11. “General Education” means formal education offered at grade KG1-12 including ABE centers in the education system of the Recipient.
12. “GEQIP Program” means the Recipient’s strategic plan designed to improve the quality of General Education throughout the Recipient’s territory, as referred to

in paragraph A of the Preamble to this Agreement/or, as referred to in a letter from the Recipient, dated November 4, 2008.

13. "Original Project" means the Project set forth in Schedule 1 of the Financing Agreement.
14. "Ministry of Education" or "MoE" means the Recipient's Ministry of Education, or any successor thereto.
15. "MoFED" means the Recipient's Ministry of Finance and Economic Development, or any successor thereto.
16. "Operating Costs" means the incremental operating costs arising under the Project on account of Project coordination, implementation and monitoring activities undertaken by the implementing agencies of the Recipient, including office supplies, vehicle operation and maintenance costs, communication charges, per diems and travel allowances, but excluding the salaries of the Recipient's civil service and sitting allowances.
17. "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.
18. "Procurement Plan" means the Recipient's procurement plan for the Project, referred to in paragraph 1.16 of the Procurement Guidelines and paragraph 1.24 of the Consultant Guidelines, as the same shall be updated from time to time in accordance with the provisions of said paragraphs.
19. "Project Implementation Manual" or "PIM" means the manual referred to in Section I.A. of Schedule 2 to this Agreement adopted by the Recipient pursuant to the Financing Agreement, setting forth all procedures and arrangements governing the implementation of the Project, such as procurement and financial management procedures, as the same such manual may be amended from time to time, and such term shall include any schedules, tables and annexes to the PIM, including the procurement manual, financial management manual and the School Grant Guidelines.
20. "Region" means the second tier of government in the Recipient's administrative system as established under the Recipient's Constitution.
21. "Regional Education Bureau" and "REB" mean the Education Bureau of any Region which is participating in the Project.
22. "Social Assessment" means a social assessment carried out by the Recipient evaluate the Project's potential positive and adverse effects on vulnerable groups, and to examine alternatives where adverse effects may be significant, which such

assessment has been disclosed, dated September 1, 2013, and disclosed on September 4, 2013.

23. “School” means a public educational institution offering General Education (GradeKG–12) in the territory of the Recipient, including ABE Centers.
24. “School Grant” means a grant proposed to be made to Schools under Part 3 of the Project.
25. “School Grant Guidelines” means the manual referred to in Section 1.D of Schedule 2 to this Agreement, adopted by the Recipient pursuant to the Financing Agreement, providing guidance on all aspects of implementation of the School Grants subcomponent of Part 3 of the Project at school or community levels and annexed to the Project Implementation Manual and consisting of various schedules setting forth the eligibility criteria, terms and conditions of School Grants and their procurement, financial management, evaluation and monitoring requirements, including performance indicators to be used for Part 3 of the Project, as the same may be amended from time to time.
26. “School Improvement Plan” means a plan for improving quality of education focusing on *inter alia*: (i) teaching and learning conditions; (ii) student environment; (iii) leadership and management of Schools; and (iv) community involvement by a School, prepared by a School which is seeking or has been awarded a School Grant.
27. “Training” means Project related expenses incurred by the executing agencies of the Recipient for the purposes of undertaking training of the staff involved in the implementation and supervision of activities being financed under the Project, based on work plans and budgets approved by the World Bank, for per diem, travel, purchase of Training materials and rental of facilities, and such term includes workshops and seminars.
28. “Training Plan” means a plan to be prepared by the Recipient summarizing all Training activities to be carried out under the Project for staff development and teacher development programs, covering, among others, both pre-service and in-service teacher education activities.
29. “Woreda” means the lowest administrative unit of government in the Recipient’s territory as established under relevant Regional legislation.