
LOAN NUMBER 9349-GE

Loan Agreement

Georgia Human Capital Program

between

GEORGIA

and

**INTERNATIONAL BANK FOR RECONSTRUCTION
AND DEVELOPMENT**

LOAN AGREEMENT

AGREEMENT dated as of the Signature Date between GEORGIA (“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 three hundred fifty-eight million five hundred thousand Euros (EUR 358,500,000), as such amount may be converted from time to time through a Currency Conversion (“Loan”), to assist in financing the program described in Schedule 1 to this Agreement (“Program”).
- 2.02. The Borrower may withdraw the proceeds of the Loan in accordance with Section IV of Schedule 2 to this Agreement. All withdrawals from the Loan Account shall be deposited by the Bank into an account specified by the Borrower and acceptable to the Bank.
- 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 April 15 and October 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 — PROGRAM

- 3.01. The Borrower declares its commitment to the objectives of the Program. To this end, the Borrower shall carry out the Program through MOF 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 Effectiveness Deadline is the date ninety (90) days after the Signature Date.

ARTICLE V — REPRESENTATIVE; ADDRESSES

- 5.01. The Borrower's Representative is the Minister of Finance.
- 5.02. For purposes of Section 10.01 of the General Conditions: (a) the Borrower's address is:

Ministry of Finance
16 Gorgasali Street
0114 Tbilisi
Georgia; and

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

publicdebt@mof.ge

- 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	smolineus@worldbank.org

AGREED as of the Signature Date.

GEORGIA

By



Authorized Representative

Name: Lasha Khutsishvili

Title: Minister

Date: 30-Mar-2022

**INTERNATIONAL BANK FOR
RECONSTRUCTION AND DEVELOPMENT**

By



Authorized Representative

Name: Sebastian-A Molineus

Title: Country Director for the South Caucasus

Date: 30-Mar-2022

SCHEDULE 1

Program Description

The objective of the Program is to make the human capital delivery system in Georgia more efficient and inclusive.

The Program (which is a part of the Borrower's Plan of Reforms in the education, health, and social protection sectors), consists of the following results areas and activities:

Results Area 1: Efficiency for better value for money of human capital expenditures in the education, health, and social protection sectors

Improvement of Government spending efficiency through adoption and implementation of appropriate administrative and financing mechanisms *[DLI 1]*

Results Area 2: Inclusion for quality of human capital expenditures for all beneficiaries in the education, health, and social protection sectors

1. Adoption and implementation of appropriate quality standards for human capital services enabled across all service delivery institutions *[DLI 2]*
2. Inclusion of the poor and vulnerable people in social protection services *[DLI 3]*

Results Area 3: Connectivity of digital systems across all areas of human capital provision in the education, health, and social protection sectors

Improvements in adoption of new digital services and upgradation of existing administrative and management systems towards meeting appropriate EU standards for digital services *[DLI 4]*

SCHEDULE 2

Program Execution

Section I. Implementation Arrangements

A. Program Institutions

1. The Borrower, primarily through MOF, MOES, and MOILHSA, shall be responsible for the overall implementation, monitoring, and evaluation of the Program, and shall maintain, throughout the implementation of the Program, all such relevant entities or their agencies and affiliates of the Borrower, each assigned with technical, social, environmental, fiduciary, and other appropriate Program related responsibilities, powers, capacity, staffing, and resources.

2. The Borrower shall, no later than 120 days after the Effective Date, unless agreed otherwise between the Bank and the Borrower, establish and thereafter maintain throughout the implementation of the Program, a ministerial-level committee (“Human Capital Steering Committee” or “HCSC”), chaired by MOF, with representatives from MOES, MOILHSA, and other relevant ministries and entities, to oversee the overall coordination of Program implementation, with staffing and resources appropriate to fulfill its functions under the Program.

3. The Borrower shall, no later than 120 days after the Effective Date, unless agreed otherwise between the Bank and the Borrower, establish and thereafter maintain, throughout the implementation of the Program, a unit (“Program Coordination Unit” or “PCU”) to coordinate and monitor Program implementation (including implementation, monitoring, and reporting on environmental and social aspects), within the MOF, consisting of members from the MOF, MOES, and MOILHSA, with staffing and resources appropriate to fulfill its functions under the Program.

4. The Borrower shall, through MOES and MOILHSA, in collaboration with MOF, no later than 120 days after the Effective Date, unless agreed otherwise between the Bank and the Borrower, hire or appoint at least two environmental and social specialists to the PCU, with one specialist reporting to MOES and one specialist reporting to MOILHSA, under terms of reference satisfactory to the Bank.

5. The Borrower shall carry out the Program Action Plan, in accordance with the schedule and other undertakings set out in such a plan, in a manner satisfactory to the Bank, and except as the Bank shall otherwise agree, shall not assign, amend, abrogate, or waive any provision of the Program Action Plan.

Section II. Excluded Activities

The Borrower shall ensure that the Program excludes any activities which:

- A. in the opinion of the Bank, are likely to have significant adverse impacts that are sensitive, diverse, or unprecedented on the environment and/or affected people; or
- B. involve the procurement of: (1) works, estimated to cost USD 75 million equivalent or more per contract; (2) goods, estimated to cost USD 50 million equivalent or more per contract; (3) non-consulting services, estimated to cost USD 50 million equivalent or more per contract; or (4) consulting services, estimated to cost USD 20 million equivalent or more per contract.

Section III. Program Monitoring, Reporting and Evaluation

The Borrower shall furnish to the Bank each Program Report not later than two (2) months after the end of each calendar quarter covering the calendar quarter.

Section IV. Withdrawal of Loan Proceeds

A. General

- 1. 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 Program Expenditures (inclusive of Taxes), on the basis of the results (“Disbursement Linked Results” or “DLRs”) achieved by the Borrower, as measured against specific indicators (“Disbursement Linked Indicators” or “DLIs”); and (b) pay: (i) the Front-end Fee; and (ii) pay each Interest Rate Cap or Interest Rate Collar premium; all as set forth in the table in paragraph 2 of this Part A.
- 2. The following table specifies each category of withdrawal of the proceeds of the Loan (including the Disbursement Linked Indicators as applicable) (“Category”), the Disbursement Linked Results for each Category (as applicable), and the allocation of the amounts of the Loan to each Category:

Category (including Disbursement Linked Indicator as applicable)	Disbursement Linked Result (as applicable)	Amount of the Loan Allocated and Disbursement Formula (expressed in EUR)
<p>(1) DLI 1: Improvement of Government spending efficiency through adoption and implementation of appropriate administrative and financing mechanisms</p> <p>EUR 151,981,595</p>	<p>DLR 1.1.1: By June 30, 2024, or such later date as may be established by the Bank, MOES has: (i) carried out a study in at least three Mountainous Regions, three Rural Regions, and three Urban Regions, to calculate the per student operational costs and financing requirements for Selected Educational Networks to provide the Competency-based National Curriculum for Upper Secondary Levels; and (ii) prepared a report based on the findings of the study, detailing a General Education Financing Model, satisfactory to the Bank, including criteria for adequate quality of educational inputs and efficiency of government spending</p>	<p>8,940,094</p>
	<p>DLR 1.1.2: By June 30, 2025, or such later date as may be established by the Bank, all General Education Schools in Georgia receive financial transfers based on the General Education Financing Model specified in DLR 1.1.1</p>	<p>26,820,281</p>
	<p>DLR 1.2.1: By December 31, 2024, the DRG Payment System has been functional for at least 12 consecutive months in a manner satisfactory to the Bank, for at least two Service Groups</p>	<p>8,940,094</p>

Category (including Disbursement Linked Indicator as applicable)	Disbursement Linked Result (as applicable)	Amount of the Loan Allocated and Disbursement Formula (expressed in EUR)
	DLR 1.2.2: By December 31, 2026, the DRG Payment System has been functional for at least 12 consecutive months in a manner satisfactory to the Bank, for at least five Service Groups	26,820,282
	DLR 1.3: By December 31, 2026, or such later date as may be established by the Bank, Managed-entry Agreements, satisfactory to Bank, have been entered into between the Borrower, through a legally authorized body, and pharmaceutical providers or suppliers for at least 50 percent of all new single-source medicines introduced in Georgia during each year starting with calendar year 2023	26,820,280 EUR 6,705,070 for every year during which the DLR has been achieved.
	DLR 1.4: By December 31, 2023, or such later date as may be established by the Bank, the Borrower, through a legally authorized body, has adopted regulations or equivalent legally binding documents, satisfactory to the Bank, to introduce reference pricing for the purposes of setting or negotiating prices of publicly financed medicines covered under the UHC Program	17,880,188

Category (including Disbursement Linked Indicator as applicable)	Disbursement Linked Result (as applicable)	Amount of the Loan Allocated and Disbursement Formula (expressed in EUR)
	DLR 1.5.1: MOILHSA has adopted a decree, satisfactory to the Bank, requiring a pilot that revises the targeting formula used to identify poor families with children, determines their eligibility for poverty-targeted human capital benefits, and provides benefits under the revised formula	8,940,094
	DLR 1.5.2: MOILHSA has adopted a decree, satisfactory to the Bank, to implement nationally the revised targeting formula, after completion of the pilot referred to in DLR 1.5.1	8,940,094
	DLR 1.6: MOILHSA, through SSA, has completed the digitization of Select Social Benefit Processes resulting in a reduction of the benefit processing time from application to submission of payment orders from five to less than two months and increasing SSA's ability to calculate the Vulnerability Score on a quarterly basis	17,880,188
(2) DLI 2: Adoption and implementation of appropriate quality standards for human capital services enabled across all service delivery institutions EUR 125,161,240	DLR 2.1.1: By December 31, 2023, or such later date as may be established by the Bank, the National Authorization Council for General Education has provided the authorization to operate to High Schools based on the new Competency-based National Curriculum for Upper Secondary Levels	8,940,000 Subject to a minimum of 100 High Schools and maximum of 300 High Schools authorized

Category (including Disbursement Linked Indicator as applicable)	Disbursement Linked Result (as applicable)	Amount of the Loan Allocated and Disbursement Formula (expressed in EUR)
		<p>EUR 8,940 per school for the first 100 High Schools;</p> <p>EUR 40,230 equivalent per school for the next 200 High Schools</p>
	<p>DLR 2.1.2 By December 31, 2026, or such later date as may be established by the Bank, the National Authorization Council for General Education has provided the authorization to operate to at least 600 High Schools based on the new Competency-based National Curriculum for Upper Secondary Educational Levels</p>	<p>26,820,300</p> <p>EUR 89,401 per school for each additional high school authorized above the 300 High School result referred to in DL 2.1.1, with a maximum of 300 additional High Schools authorized</p>
	<p>DLR 2.1.3: By December 31, 2025, or such later date as may be established by the Bank, at least a 15 percent reduction has been achieved in the UNE Test Score rural-urban performance gap as compared to the 2021 baseline for the UNE Test Score rural-urban performance gap</p>	<p>17,880,188</p>

Category (including Disbursement Linked Indicator as applicable)	Disbursement Linked Result (as applicable)	Amount of the Loan Allocated and Disbursement Formula (expressed in EUR)
	DLR 2.1.4: By June 30, 2024, or such later date as may be established by the Bank, MOES has adopted a new regulation for a new admissions system to transition from High School to university (which factors in school performance and university requirements)	8,940,094
	DLR 2.1.5: By October 31, 2025, or such later date as may be established by the Bank, MOES has implemented a new admission system adopted in accordance with DLR 2.1.4	17,880,188
	DLR 2.1.6: By June 30, 2026, or such later date as may be established by the Bank, the Borrower, through a legally authorized body, has provided the authorization to operate at least 200 kindergartens in rural or mountainous areas on the basis of having met the quality standards set out in the Law on Early and Preschool Education or other official document, including for nutrition, education, and physical environment; all in a manner satisfactory to the Bank	8,940,094

Category (including Disbursement Linked Indicator as applicable)	Disbursement Linked Result (as applicable)	Amount of the Loan Allocated and Disbursement Formula (expressed in EUR)
	<p>DLR 2.2: MOILHSA has adopted an order or an equivalent legally binding document, satisfactory to the Bank, to define clinical pathways and clarify the scope of primary and hospital care for at least the following selected ambulatory-care sensitive conditions: heart disease, chronic obstructive pulmonary disease, type 2 diabetes, and mental health conditions</p>	<p>8,940,094</p>
	<p>DLR 2.3: Government of Georgia has adopted a decree, satisfactory to the Bank, to revise: (i) the type and number of services covered by the government for primary care as part of the benefits package and (ii) the performance-based payments received by primary care providers all for Selected Non-communicable Diseases in order to incentivize the appropriate level of care</p>	<p>17,880,188</p>
	<p>DLR 2.4: SESA has adopted a <i>methodology</i>, through SESA Director's order, satisfactory to the Bank and consistent with ESCO, to identify skills in shortage (including skills required for green jobs) and for skills forecasting as a basis used for referrals to vocational training and other SESA ALMPs</p>	<p>8,940,094</p>

Category (including Disbursement Linked Indicator as applicable)	Disbursement Linked Result (as applicable)	Amount of the Loan Allocated and Disbursement Formula (expressed in EUR)
<p>(3) DLI 3: Inclusion of the poor and vulnerable people in social protection services</p> <p>EUR 26,820,281</p>	<p>DLR 3.1.1: Regional SESA Offices have been established with Appropriate Staff and Proper Equipment in a manner satisfactory to the Bank</p>	<p>4,470,046</p> <p>EUR 406,367.82 for every regional SESA office</p> <p>Baseline: 0 offices at the end of calendar year 2021</p> <p>Target: 11 offices at the end of calendar year 2026</p>
	<p>DLR 3.1.2: Increase in the number of Rural Jobseekers receiving Employment Support Services through Regional SESA Offices</p>	<p>4,470,047</p> <p>For each calendar year, for every 1,000 Rural Jobseekers served by SESA starting with the calendar year 2022, EUR 78,421.88</p> <p>Baseline: 0 at the end of calendar year 2021</p>
	<p>DLR 3.2: Increase in the number of Vulnerable Unemployed Persons who participate in SESA ALMPs</p>	<p>8,940,094</p> <p>For each calendar year, for every 5,000 Vulnerable Unemployed Persons participating in SESA ALMPs, EUR 425,718.76</p> <p>Baseline: 3,500 Vulnerable Unemployed Persons at the end of calendar year 2021</p>

Category (including Disbursement Linked Indicator as applicable)	Disbursement Linked Result (as applicable)	Amount of the Loan Allocated and Disbursement Formula (expressed in EUR)
	DLR 3.3.1: The revised Worknet Job-matching Portal is operational in a manner satisfactory to the Bank	4,470,047
	DLR 3.3.2: Increase in the number of vacancies posted on the revised Worknet Job-matching Portal	4,470,047 For each calendar year, for every 10,000 vacancies posted on the revised Worknet Job-matching Portal as achieved per DLR 3.3.1, EUR 319,289.07 Baseline: 0 vacancies as of end of calendar year 2021
(4) DLI 4: Improvements in adoption of new digital services and upgradation of existing administrative and management systems towards meeting appropriate EU standards for digital services EUR 53,640,634	DLR 4.1: By December 31, 2024, or such later date as may be established by the Bank, at least 90 percent of Schools with more than 170 students across Georgia have adopted School Digital Action Plans satisfactory to the Bank and crossed a threshold score of 75% under the infrastructure module of the Self-Reflection Tool	13,410,211
	DLR 4.2: At least 80 percent of primary care providers have access to electronic health care records available with MOILHSA for at least 12 consecutive months	13,410,141

Category (including Disbursement Linked Indicator as applicable)	Disbursement Linked Result (as applicable)	Amount of the Loan Allocated and Disbursement Formula (expressed in EUR)
	DLR 4.3: At least 100 primary health care and ambulatory providers have provided telemedicine consultations that are covered by the UHC Program for at least 12 consecutive months	13,410,141
	DLR 4.4: An Integrated Reporting System for Social Protection, satisfactory to the Bank, is established by the IT Agency and is functioning, and can generate reports on the coverage of social and employment services administered by government agencies at the central and local levels in order to detect gaps and overlaps, reduce exclusion and inclusion errors, and improve the integration among social protection services/programs, including other governmental programs supporting households vulnerable to climate change.	13,410,141
(5) Front-end Fee to be paid pursuant to Section 2.03 of this Agreement in accordance with Section 2.05 (b) of the General Conditions		896,250

Category (including Disbursement Linked Indicator as applicable)	Disbursement Linked Result (as applicable)	Amount of the Loan Allocated and Disbursement Formula (expressed in EUR)
(6) Interest Rate Cap or Interest Rate Collar premium to be paid pursuant to Section 4.05 (c) of the General Conditions		0
TOTAL AMOUNT		358,500,000

B. Withdrawal Conditions; Withdrawal Period

1. Notwithstanding the provisions of Part A of this Section, no withdrawal shall be made:
 - (a) on the basis of DLRs achieved prior to the Signature Date.
 - (b) for any DLR under Categories (1) through (4), until and unless the Borrower has furnished evidence satisfactory to the Bank that said DLR has been achieved.
2. Notwithstanding the provisions of Part B.1(b) of this Section, if any of the DLRs under Categories (1) through (4), have not been achieved by the date by which the said DLR is set to be achieved, or such later date as the Bank has established by notice to the Borrower, the Bank may, by notice to the Borrower:
 - (a) authorize the withdrawal of such lesser amount of the unwithdrawn proceeds of the Loan then allocated to said Category which, in the opinion of the Bank, corresponds to the extent of achievement of said DLR;
 - (b) reallocate all or a portion of the proceeds of the Loan then allocated to said DLR to any other DLR; and/or
 - (c) cancel all or a portion of the proceeds of the Loan then allocated to said DLR.
3. The Closing Date is December 31, 2028.

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 April 15 and October 15 Beginning October 15, 2034 through October 15, 2048	3.33%
On April 15, 2049	3.43%

APPENDIX

Definitions

1. “Anti-corruption Guidelines” means, for purposes of paragraph 6 of the Appendix to the General Conditions, the Bank’s “Guidelines on Preventing and Combating Fraud and Corruption in Program-for-Results Financing,” dated February 1, 2012, and revised July 10, 2015.
2. “Appropriate Staff” means: at least the following number of full-time staff specialists employed in an office for at least twelve (12) months: (i) for the regions of Samtskhe-Javakheti, Racha-Lechkhumi and Mtskheta-Mtianeti, Guria: at least 12 full-time specialists; (ii) for the regions of Adjara (AR), Kakheti, Kvemo Kartli, Shida Kartli: at least 16 full-time specialists; (iii) for the regions of Tbilisi, Samegrelo-Zemo Svaneti, Imereti: at least 20 full-time specialists, as such numbers may be updated from time to time by mutual agreement between the Bank and the Borrower.
3. “Category” means a category set forth in the table in Section IV.A.2 of Schedule 2 to this Agreement.
4. “Competency-based National Curriculum for Upper Secondary Levels” means the curriculum further elaborated by Law of General Education, Article 2(f) as contained in an Order of the Minister of Education and Science of Georgia.
5. “Disbursement Linked Indicator” or “DLI” means in respect of a given Category, the indicator related to said Category as set forth in the table in Section IV.A.2 of Schedule 2 to this Agreement.
6. “Disbursement Linked Result” or “DLR” means in respect of a given Category, the result under said Category as set forth in the table in Section IV.A.2 of Schedule 2 to this Agreement, on the basis of the achievement of which, the amount of the Loan allocated to said result may be withdrawn in accordance with the provisions of said Section IV.
7. “DRG Payment System” means a hospital payment system based on a classification of hospital case types into groups that are clinically similar and are expected to have similar hospital resource use.
8. “Employment Support Services” mean the following services: in person interview with SESA job counselors, profiling, Worknet Job-matching Portal registration, and referrals to SESA ALMPs, or such equivalent services satisfactory to the Bank.

9. “ESCO” or “European Skills/Competencies, Qualifications, and Occupations” means the classification taxonomy which identifies and categorizes skills, competences, qualifications, and occupations relevant for the EU labor market, education and training.
10. “General Conditions” means the “International Bank for Reconstruction and Development General Conditions for IBRD Financing, Program-for-Results Financing”, dated December 14, 2018 (revised on August 1, 2020, December 21, 2020, April 1, 2021, and January 1, 2022).
11. “General Education Financing Model” means the model referred to in the Law on General Education indicating financing principles, variables, coefficients, and other rules by which financial resources are provided to Schools in Georgia.
12. “General Education Schools” mean institutions for the provision of general education as identified in the Law on General Education.
13. “High Schools” mean General Education Schools which implement at least an upper secondary level program.
14. “Human Capital Steering Committee” or “HCSC” means the committee referred to in paragraph 2 of Section I.A of Schedule 2 of this Agreement.
15. “Integrated Reporting System for Social Protection” means a data repository of individuals and households data collected from relevant central and local government agencies and related entities, and includes a set of reporting tools that enable development of business intelligence reports, complex data operations, and production of open data.
16. “IT Agency” means the legal entity of public law comprising the former IT department of MOILHSA, established pursuant to Decree No. 220 of Government of Georgia, dated May 17, 2021, or a successor thereto.
17. “Law on Early and Preschool Education” means law 5366-IIS dealing with early and preschool education as adopted by the Parliament on June 08, 2016.
18. “Law on General Education” means law number 1330-IS dealing with general education in Georgia as adopted by the Parliament on April 8, 2005, as such law may be amended from time to time.
19. “Law of Georgia on Education Quality Enhancement” means law number 3531, as adopted by the Parliament on July 21, 2010, as such law may be amended from time to time.
20. “Law of Georgia on Employment Support” means the law number 6819, adopted by the Parliament on July 14, 2020.

21. “Managed-entry Agreements” mean agreements for single-sourced medicines made between pharmaceutical suppliers and a payer to reduce payer uncertainty and as a potential solution to address payer’s restricted healthcare budgets.
22. “MOES” means the Ministry of Education and Science, or a successor thereto.
23. “MOF” means the Ministry of Finance, or a successor thereto.
24. “MOILHSA” means the Ministry of Internally Displaced Persons from the Occupied Territories, Labor, Health and Social Affairs, or a successor thereto.
25. “Mountainous Region” means Regions where more than 50 percent of Schools are classified as Mountainous Schools as elaborated under Decree 448 of MOES.
26. “National Authorization Council for General Education” means the collegial body appointed by the Prime Minister of Georgia with the mandate to provide authorizations to schools under the Law of Georgia on Education Quality Enhancement, or a successor thereto.
27. “Plan of Reforms” means the Borrower’s proposed plan of reforms in the education, health, and social protection sectors as described in the “Ten Year Plan (2022-2031) for the Development of Education and Science” and the “Ten-Year Plan (2022-2031) of the Ministry of Internally Displaced Persons from the Occupied Territories, Labor, Health and Social Affairs of Georgia,” as such documents may be modified from time to time.
28. “Program Action Plan” means the Borrower’s plan dated February 9, 2022 and referred to in paragraph 5 of Section I.A of Schedule 2 to this Agreement, as may be amended from time to time with the agreement of the Bank.
29. “Program Coordination Unit” or “PCU” means the entity referred to in paragraph 3 of Section I.A of Schedule 2 of this Agreement.
30. “Proper Equipment” means a collection of relevant equipment including hardware, software, and vehicles for SESA mobile teams, based on a needs assessment, which enables SESA to increase the provision of information and employment services to an appropriate number of Rural Jobseekers annually.
31. “Regional SESA Offices” means the SESA offices to be established at the regional level in the following areas: Kakheti, Tbilisi, Shida Kartli, Kvemo Kartli, Samtskhe-Javakheti, Adjara (AR), Guria, Samegrelo – Zemo Svaneti, Imereti, Racha-Lechkhumi and Kvemo Svaneti, Mtskheta-Mtianeti.
32. “Rural Jobseekers” mean those registered jobseekers who do not reside in municipalities where Regional SESA Offices are located.

33. “Rural Region” means where more than 50 percent of Schools are classified as Village Schools elaborated under Decree 448 of MOES.
34. “School” means schools registered as a legal entity of public law under Article 58 of the Law on General Education.
35. “School Digital Action Plans” mean a school digital education action plan (whether standalone or part of broader plan) prepared by each School based on the Self-Reflection Tool.
36. “Select Social Benefit Processes” means the processes of application, registration, eligibility determination and verification processes of applicants to poverty-targeted social benefits related to the Targeted Social Assistance.
37. “Self-Reflection on Effective Learning by Fostering the use of Innovative Educational Technologies Tool” or “SELFIE” means the electronic tool developed by the EU for this purpose.
38. “Self-Reflection Tool” means the electronic tool, which collects the information recorded in the SELFIE Tool based on feedback provided by students, teachers, and parents, or an equivalent tool satisfactory to the Bank.
39. “Service Groups” means a group of medical practice that is focused on a defined group of patients, diseases, or skills.
40. “SESA” means State Employment Service Agency, established according to the Law of Georgia on Employment Support, or a successor thereto.
41. “SESA ALMPs” mean Active Labor Market Programs including short term vocational training, core competency training, internships, wage subsidies, job intermediation services and consultations.
42. “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.
43. “SSA” means Social Service Agency established, pursuant to Decree No. 13 of the Government of Georgia, dated January 9, 2020, or a successor thereto.
44. “Targeted Social Assistance” or “TSA” means social security scheme of Georgia as established under Resolution 758 issued by the Government of Georgia dated December 31, 2014, as amended from time to time.
45. “UHC Program” means a non-contributory national (social) program that provides publicly financed entitlement to health care coverage to the entire population,

established according to government resolution number 36, dated February 21, 2013, or a successor thereto.

46. “UNE Test Score” means the test score from the Unified National Examination, or its successor standardized test thereto, satisfactory to the Bank.
47. “Urban Region” means where more than 50 percent of Schools are classified as Urban Schools elaborated under Decree 448 of MOES.
48. “Vulnerability Score” means a household welfare index as defined in the Resolution No. 758 dated December 31, 2014 of the Government of Georgia, as amended from time to time.
49. “Vulnerable Unemployed Persons” mean unemployed women, youth, internally displaced persons, TSA beneficiaries, people with disabilities.
50. “Worknet Job-matching Portal” means an online platform managed by SESA to aid the matching between labor demand and supply.