

CONFORMED COPY

CREDIT NUMBER 2695 GH

Development Credit Agreement

(Vocational Skills and Informal Sector Support Project)

between

REPUBLIC OF GHANA

and

INTERNATIONAL DEVELOPMENT ASSOCIATION

Dated June 30, 1995

CREDIT NUMBER 2695 GH

DEVELOPMENT CREDIT AGREEMENT

AGREEMENT, dated June 30, 1995, between REPUBLIC OF GHANA (the Borrower) and INTERNATIONAL DEVELOPMENT ASSOCIATION (the Association).

WHEREAS the Association has received a letter dated March 9, 1995, from the Borrower describing a program of actions, objectives and policies designed to strengthen informal sector training (hereinafter called the Program), and declaring the Borrower's commitment to the execution of the Program;

WHEREAS the Borrower, having satisfied itself as to the feasibility and priority of the Project described in Schedule 2 to this Agreement, has requested the Association to assist in the financing of the Project;

WHEREAS the Association has agreed, on the basis, inter alia, of the foregoing, to extend the Credit to the Borrower upon the terms and conditions set forth in this Agreement;

NOW THEREFORE the parties hereto hereby agree as follows:

ARTICLE I

General Conditions; Definitions

Section 1.01. The "General Conditions Applicable to Development Credit Agreements" of the Association, dated January 1, 1985, with the last sentence of Section 3.02 deleted (the General Conditions) constitute an integral part of this Agreement.

Section 1.02. Unless the context otherwise requires, the several terms defined in the General Conditions and in the Preamble to this Agreement have the respective meanings therein set forth and the following additional terms have the following meanings:

(a) "Eligible Training Institutes" means the public and private institutes meeting the eligibility criteria agreed upon between MOE and the Association regarding the provision of training;

(b) "KATTC" means MOE's Kumasi Advanced Technical Teachers' College;

(c) "MESW" means the Borrower's Ministry of Employment and Social Welfare;

(d) "MOE" means the Borrower's Ministry of Education;

(e) "NACVET" means the National Council for Technical and Vocational Education and Training, established under MOE and MESW;

(f) "PBME" means MOE's Planning, Budgeting, Monitoring, and Evaluation Unit;

(g) "PMU" means MOE's Projects Management Unit;

(h) "Project Preparation Advance" means the project preparation advance granted by the Association to the Borrower pursuant to a letter agreement, dated January 19, 1995, between the Borrower and the Association; and

(i) "Special Account" means the account referred to in Section 2.02 (b) of this Agreement.

ARTICLE II

The Credit

Section 2.01. The Association agrees to lend to the Borrower, on the terms and conditions set forth or referred to in the Development Credit Agreement, an amount in various currencies equivalent to six million six hundred thousand Special Drawing Rights (SDR 6,600,000).

Section 2.02. (a) The amount of the Credit may be withdrawn from the Credit Account in accordance with the provisions of Schedule 1 to this Agreement for expenditures made (or, if the Association shall so agree, to be made) in respect of the reasonable cost of goods and services required for the Project described in Schedule 2 to this Agreement and to be financed out of the proceeds of the Credit.

(b) The Borrower may, for the purposes of the Project, open and maintain in dollars a special deposit account in a commercial bank on terms and conditions satisfactory to the Association, including appropriate protection against set-off, seizure or attachment. Deposits into, and payments out of, the Special Account shall be made in accordance with the provisions of Schedule 5 to this Agreement.

(c) Promptly after the Effective Date, the Association shall, on behalf of the Borrower, withdraw from the Credit Account and pay to itself the amount required to repay the principal amount of the Project Preparation Advance withdrawn

and outstanding as of such date and to pay all unpaid charges thereon. The unwithdrawn balance of the authorized amount of the Project Preparation Advance shall thereupon be canceled.

Section 2.03. The Closing Date shall be June 30, 2001 or such later date as the Association shall establish. The Association shall promptly notify the Borrower of such later date.

Section 2.04. (a) The Borrower shall pay to the Association a commitment charge on the principal amount of the Credit not withdrawn from time to time at a rate to be set by the Association as of June 30 of each year, but not to exceed the rate of one-half of one percent ($1/2$ of 1%) per annum.

(b) The commitment charge shall accrue: (i) from the date sixty days after the date of this Agreement (the accrual date) to the respective dates on which amounts shall be withdrawn by the Borrower from the Credit Account or canceled; and (ii) at the rate set as of the June 30 immediately preceding the accrual date or at such other rates as may be set from time to time thereafter pursuant to paragraph (a) above. The rate set as of June 30 in each year shall be applied from the next payment date in that year specified in Section 2.06 of this Agreement.

(c) The commitment charge shall be paid: (i) at such places as the Association shall reasonably request; (ii) without restrictions of any kind imposed by, or in the territory of, the Borrower; and (iii) in the currency specified in this Agreement for the purposes of Section 4.02 of the General Conditions or in such other eligible currency or currencies as may from time to time be designated or selected pursuant to the provisions of that Section.

Section 2.05. The Borrower shall pay to the Association a service charge at the rate of three-fourths of one percent ($3/4$ of 1%) per annum on the principal amount of the Credit withdrawn and outstanding from time to time.

Section 2.06. Commitment charges and service charges shall be payable semiannually on June 15 and December 15 in each year.

Section 2.07. (a) Subject to paragraphs (b) and (c) below, the Borrower shall repay the principal amount of the Credit in semiannual installments payable on each June 15 and December 15, commencing June 15, 2005, and ending December 15, 2034. Each installment to and including the installment payable on December 15, 2014, shall be one percent (1%) of such principal amount, and each installment thereafter shall be two percent (2%) of such principal amount.

(b) Whenever (i) the Borrower's gross national product per capita, as determined by the Association, shall have exceeded \$790 in constant 1985 dollars for five consecutive years and (ii) the Bank shall consider the Borrower creditworthy for Bank lending, the Association may, subsequent to the review and approval thereof by the Executive Directors of the Association and after due consideration by them of the development of the Borrower's economy, modify the terms of repayment of installments under paragraph (a) above by requiring the Borrower to repay twice the amount of each such installment not yet due until the principal amount of the Credit shall have been repaid. If so requested by the Borrower, the Association may revise such modification to include, in lieu of some or all of the increase in the amounts of such installments, the payment of interest at an annual rate agreed with the Association on the principal amount of the Credit withdrawn and outstanding from time to time, provided that, in the judgment of the Association, such revision shall not change the grant element obtained under the above-mentioned repayment

modification.

(c) If, at any time after a modification of terms pursuant to paragraph (b) above, the Association determines that the Borrower's economic condition has deteriorated significantly, the Association may, if so requested by the Borrower, further modify the terms of repayment to conform to the schedule of installments as provided in paragraph (a) above.

Section 2.08. The currency of the United States of America is hereby specified for the purposes of Section 4.02 of the General Conditions.

ARTICLE III

Execution of the Project

Section 3.01. (a) The Borrower declares its commitment to the objectives of the Project as set forth in Schedule 2 to this Agreement, and, to this end, shall carry out the Project through MOE and MESW with due diligence and efficiency and in conformity with appropriate administrative, financial and educational practices, and with due regard to ecological and environmental factors, and shall provide, promptly as needed, the funds, facilities, services and other resources required for the Project.

(b) Without limitation upon the provisions of paragraph (a) of this Section and except as the Borrower and the Association shall otherwise agree, the Borrower shall carry out the Project in accordance with the Implementation Program set forth in Schedule 4 to this Agreement.

Section 3.02. Without limitation upon any of its obligations under Section 3.01 of this Agreement, the Borrower shall:

(a) open and maintain in a commercial bank a vocational skills project account, to be managed by the PMU under terms and conditions satisfactory to the Association, to be used exclusively for the purposes of meeting expenditures under the Project;

(b) prepare, not later than October 31 of each year, a budget for the succeeding fiscal year specifying by quarter the Borrower's contribution to the financing of the Project, as estimated by the Borrower in consultation with the Association as part of the annual review referred to in Section 3.04 of this Agreement; and

(c) deposit into said account, promptly before each fiscal quarter starting after the Effective Date, the Borrower's contribution to the financing of the Project required for such ensuing quarter.

Section 3.03. Except as the Association shall otherwise agree, procurement of the goods, works and consultants' services required for the Project and to be financed out of the proceeds of the Credit shall be governed by the provisions of Schedule 3 to this Agreement.

Section 3.04. The Borrower shall:

(a) jointly with the Association, carry out not later than September 30 of each year an annual review of the progress made in carrying out the Project and the Program, including an evaluation of the sustainability of the levels of fees charged under Parts A.1 and A.2 of the Project for training and tool kits; and

(b) based on such review, adopt a work program, budget

and fee levels, satisfactory to the Association, for the succeeding fiscal year.

Section 3.05. (a) The Borrower shall carry out, jointly with the Association, not earlier than July 1, 1997 and not later than December 31, 1997, a midterm review of the progress made in carrying out the Project and the Program. This review shall cover, among other things: (i) the effectiveness of training programs, (ii) enrollment in training programs by skill area, (iii) the list of Eligible Training Institutes, (iv) the effectiveness of tool/equipment distribution under Part A.2 of the Project, (v) trade association involvement in Project activities, (vi) the use of the labor force information generated under the Project, (vii) the sustainability of the levels of fees charged under Parts A.1 and A.2 of the Project for training and tool kits, (viii) review of the monitoring indicators agreed upon with the Association, and (ix) status of procurement and disbursement under the Project.

(b) The Borrower shall transmit to the Association, at least 60 days prior to the midterm review described in paragraph (a) above, a report, in scope and detail satisfactory to the Association, describing the status of the items listed in such paragraph and of Project and Program implementation generally.

(c) Based on such mid-term review, the Borrower shall promptly prepare an action plan, acceptable to the Association, to deal with any deficiencies in Project and Program implementation identified during the review, and shall thereafter implement such action plan.

Section 3.06. Without limitation upon the provisions of Article IX of the General Conditions, the Borrower shall:

(a) prepare and furnish to the Association, not later than six (6) months after the Closing Date or such later date as may be agreed for this purpose between the Borrower and the Association, a plan, of such scope and in such detail as the Association shall reasonably request, for the future operation of the Project;

(b) afford the Association a reasonable opportunity to exchange views with the Borrower on said plan; and

(c) thereafter, carry out said plan with due diligence and efficiency and in accordance with appropriate practices, taking into account the Association's comments thereon.

ARTICLE IV

Financial Covenants

Section 4.01. (a) The Borrower shall maintain or cause to be maintained records and accounts adequate to reflect, in accordance with sound accounting practices, the operations, resources and expenditures in respect of the Project of the departments or agencies of the Borrower, and of the Eligible Training Institutes, responsible for carrying out the Project or any part thereof.

(b) The Borrower shall:

(i) have the records and accounts referred to in paragraph (a) of this Section including those for the Special Account for each fiscal year audited, in accordance with appropriate auditing principles consistently applied, by independent auditors acceptable to the Association;

- (ii) furnish to the Association, as soon as available, but in any case not later than six months after the end of each such year, a certified copy of the report of such audit by said auditors, of such scope and in such detail as the Association shall have reasonably requested; and
 - (iii) furnish to the Association such other information concerning said records, accounts and the audit thereof as the Association shall from time to time reasonably request.
- (c) For all expenditures with respect to which withdrawals from the Credit Account were made on the basis of statements of expenditure, the Borrower shall:
- (i) maintain or cause to be maintained, in accordance with paragraph (a) of this Section, records and accounts reflecting such expenditures;
 - (ii) retain, until at least one year after the Association has received the audit report for the fiscal year in which the last withdrawal from the Credit Account or payment out of the Special Account was made, all records (contracts, orders, invoices, bills, receipts and other documents) evidencing such expenditures;
 - (iii) enable the Association's representatives to examine such records; and
 - (iv) ensure that such records and accounts are included in the annual audit referred to in paragraph (b) of this Section and that the report of such audit contains a separate opinion by said auditors as to whether the statements of expenditure submitted during such fiscal year, together with the procedures and internal controls involved in their preparation, can be relied upon to support the related withdrawals.

ARTICLE V

Remedies of the Association

Section 5.01. Pursuant to Section 6.02 (h) of the General Conditions, the following additional event is specified, namely that a situation has arisen which shall make it improbable that the Program, or a significant part thereof, will be carried out.

ARTICLE VI

Termination

Section 6.01. The date ninety (90) days after the date of this Agreement is hereby specified for the purposes of Section 12.04 of the General Conditions.

ARTICLE VII

Representatives of the Borrower; Addresses

Section 7.01. The Minister of Finance of the Borrower is designated as representative of the Borrower for the purposes of Section 11.03 of the General Conditions.

Section 7.02. The following addresses are specified for the purposes of Section 11.01 of the General Conditions:

For the Borrower:

Minister of Finance
Ministry of Finance
P.O. Box M40
Accra, Ghana

Cable address:

ECONOMICON
Accra

Telex:

2205 MIFAEP GH

For the Association:

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

Cable address:

INDEVAS
Washington, D.C.

Telex:

248423 (RCA)
82987 (FTCC)
64145 (WUI) or
197688 (TRT)

IN WITNESS WHEREOF, the parties hereto, acting through their duly authorized representatives, have caused this Agreement to be signed in their respective names in the District of Columbia, United States of America, as of the day and year first above written.

REPUBLIC OF GHANA

By /s/ Ekwow Spio-Garbrah

Authorized Representative

INTERNATIONAL DEVELOPMENT ASSOCIATION

By /s/ Edward V.K. Jaycox

Regional Vice President
Africa

SCHEDULE 1

Withdrawal of the Proceeds of the Credit
1. The table below sets forth the Categories of items to be financed out of the proceeds of the Credit, the allocation of the amounts of the Credit to each Category and the percentage of expenditures for items so to be financed in each Category:

| Category | Amount of the Credit Allocated (Expressed in SDR Equivalent) | % of Expenditures to be Financed |
|----------|---|--|
|----------|---|--|

| | | |
|--|-----------|---|
| (1) Civil Works | 610,000 | 90% |
| (2) Equipment, Vehicles and Furniture | 3,770,000 | 100% of foreign expenditures and 90% of local expenditures |
| (3) Training | 560,000 | 100% |
| (4) Consultants' Services under Part B of the Project | 450,000 | 100% |
| (5) Operating Costs: | | 90% |
| (a) for MESW | 120,000 | |
| (b) for MOE and NACVET | 260,000 | |
| (6) Refunding of Project Preparation Advance | 160,000 | Amount due pursuant to Section 2.02 (c) of this Agreement |
| (7) Unallocated | 670,000 | |
| | <hr/> | |
| TOTAL | 6,600,000 | |
| | ===== | |

2. For the purposes of this Schedule:

(a) the term "foreign expenditures" means expenditures in the currency of any country other than that of the Borrower for goods or services supplied from the territory of any country other than that of the Borrower;

(b) the term "local expenditures" means expenditures in the currency of the Borrower or for goods or services supplied from the territory of the Borrower; and

(c) the term "operating costs" means incremental expenses for field allowances, short-term consultant support, and vehicle and equipment maintenance and operation incurred by MESW, NACVET and MOE in carrying out the Project.

3. Notwithstanding the provisions of paragraph 1 above, no withdrawals shall be made in respect of:

(a) payments made for expenditures prior to the date of this Agreement; and

(b) Category (5)(a) until the Borrower shall have employed at least two computer programmers at MESW's Employment Information Branch, and at least one computer programmer at each of MESW's five first-level data processing centers, each with qualifications and experience satisfactory to the Association.

4. The Association may require withdrawals from the Credit Account to be made on the basis of statements of expenditure for expenditures for goods and services under contracts not exceeding \$50,000 equivalent and for works not exceeding \$100,000 equivalent, under such terms and conditions as the Association shall specify by notice to the Borrower.

Description of the Project

The objectives of the Project are: (i) to improve the efficiency and effectiveness of public and private vocational training, (ii) to improve productivity of the informal sector and the quality of its products, and (iii) to improve the capacity of the Borrower to support vocational training.

The Project consists of the following parts, subject to such modifications thereof as the Borrower and the Association may agree upon from time to time to achieve such objectives:

Part A: Informal Sector Training

1. Increasing the quality of, and access to, vocational and entrepreneurial training for informal sector apprentices and masters, through support to public and private training institutions and training of about 25,000 informal sector apprentices and masters.
2. Enhancing the impact of vocational training through the provision of tools and equipment to trainees for use during and following completion of training.
3. Strengthening the skills of vocational training instructors in public and private institutions through the provision of training by KATTC.
4. Improving the effectiveness of training through the development of curricula by NACVET, in close coordination with training institutes and beneficiary trade associations.

Part B: Institutional Development

1. Strengthening the institutional capacity of NACVET through, inter alia, staff training, the provision of vehicles, equipment, and office space.
2. Strengthening the institutional capacity of PBME to conduct tracer studies regarding technical and vocational training, and to analyze and disseminate their results.
3. Strengthening the information base of the Borrower regarding labor issues through the execution of a labor force survey and related analytic studies, and strengthening the institutional capacity of MESW to conduct or otherwise support such studies.

* * *

The Project is expected to be completed by December 31, 2000.

SCHEDULE 3

Procurement and Consultants' Services

Section I. Procurement of Goods and Works

Part A: International Competitive Bidding

1. Except as provided in Part C hereof, goods shall be procured under contracts awarded in accordance with procedures consistent with those set forth in Sections I and II of the "Guidelines for Procurement under IBRD Loans and IDA Credits" published by the Bank in May 1992 (the Guidelines), and in accordance with the following additional procedures:

(a) When contract award is delayed beyond the original bid validity period, such period may be extended once, subject to and in accordance with the provisions of paragraph 2.59 of the Guidelines, by the minimum amount of time required to complete

the evaluation, obtain necessary approvals and clearances and award the contract. The bid validity period may be extended a second time only if the bidding documents or the request for extension shall provide for appropriate adjustment of the bid price to reflect changes in the cost of inputs for the contract over the period of extension. Such an increase in the bid price shall not be taken into account in the bid evaluation. With respect to each contract made subject to the Association's prior review in accordance with the provisions of Part D.1(a) of this Section I, the Association's prior approval will be required for (i) a first extension of the bid validity period if the period of extension exceeds sixty (60) days and (ii) any subsequent extension of the bid validity period.

(b) In the procurement of goods in accordance with this Part A, the Borrower shall use the relevant standard bidding documents issued by the Bank, with such modifications thereto as the Association shall have agreed to be necessary for the purposes of the Project. Where no relevant standard bidding documents have been issued by the Bank, the Borrower shall use bidding documents based on other internationally recognized standard forms agreed with the Association.

(c) To the extent practicable, contracts for goods shall be grouped into bid packages estimated to cost the equivalent of \$100,000 or more.

(d) Goods shall be exempted from preshipment price inspection by a third party inspection firm.

Part B: Preference for Domestic Manufacturers

In the procurement of goods in accordance with the procedures described in Part A.1 hereof, goods manufactured in Ghana may be granted a margin of preference in accordance with, and subject to, the provisions of paragraphs 2.55 and 2.56 of the Guidelines and paragraphs 1 through 4 of Appendix 2 thereto.

Part C: Other Procurement Procedures

1. Items or groups of items for (i) works, estimated to cost the equivalent of \$400,000 or less per contract, up to an aggregate amount equivalent to \$1,000,000, and (ii) office equipment and furniture, estimated to cost the equivalent of \$100,000 or less per contract, up to an aggregate amount equivalent to \$200,000, may be procured under contracts awarded on the basis of competitive bidding, advertised locally, in accordance with procedures satisfactory to the Association

2. Items or groups of items for goods estimated to cost the equivalent of \$50,000 or less per contract, up to an aggregate amount equivalent to \$250,000, may be procured under contracts awarded on the basis of comparison of price quotations obtained from at least three suppliers eligible under the Guidelines, in accordance with procedures acceptable to the Association.

Part D: Review by the Association of Procurement Decisions

1. Review of invitations to bid and of proposed awards and final contracts:

(a) With respect to each contract estimated to cost the equivalent of \$100,000 or more, the procedures set forth in paragraphs 2 and 4 of Appendix 1 to the Guidelines shall apply. Where payments for such contract are to be made out of the Special Account, such procedures shall be modified to ensure that the two conformed copies of the contract required to be furnished to the Association pursuant to said paragraph 2 (d) shall be furnished to the Association prior to the making of the first payment out of the Special Account in respect of such

contract.

(b) With respect to each contract not governed by the preceding paragraph, the procedures set forth in paragraphs 3 and 4 of Appendix 1 to the Guidelines shall apply. Where payments for such contract are to be made out of the Special Account, such procedures shall be modified to ensure that the two conformed copies of the contract together with the other information required to be furnished to the Association pursuant to said paragraph 3 shall be furnished to the Association as part of the evidence to be furnished pursuant to paragraph 4 of Schedule 5 to this Agreement.

(c) The provisions of the preceding subparagraph (b) shall not apply to contracts on account of which withdrawals from the Credit Account are to be made on the basis of statements of expenditure.

2. The figure of 15% is hereby specified for purposes of paragraph 4 of Appendix 1 to the Guidelines.

Section II. Employment of Consultants

1. In order to assist the Borrower in carrying out the Project, the Borrower shall employ consultants whose qualifications, experience and terms and conditions of employment shall be satisfactory to the Association. Such consultants shall be selected in accordance with principles and procedures satisfactory to the Association on the basis of the "Guidelines for the Use of Consultants by World Bank Borrowers and by the World Bank as Executing Agency" published by the Bank in August 1981 (the Consultant Guidelines). For complex, time-based assignments, the Borrower shall employ such consultants under contracts using the standard form of contract for consultants' services issued by the Bank, with such modifications as shall have been agreed by the Association. Where no relevant standard contract documents have been issued by the Bank, the Borrower shall use other standard forms agreed with the Association.

2. Notwithstanding the provisions of paragraph 1 of this Section, the provisions of the Consultant Guidelines requiring prior Association review or approval of budgets, short lists, selection procedures, letters of invitation, proposals, evaluation reports and contracts shall not apply to (a) contracts for the employment of consulting firms estimated to cost less than \$50,000 equivalent each or (b) contracts for the employment of individuals estimated to cost less than \$10,000 equivalent each. However, this exception to prior Association review shall not apply to (a) the terms of reference for such contracts, (b) single-source selection of consulting firms, (c) assignments of a critical nature, as reasonably determined by the Association, (d) amendments to contracts for the employment of consulting firms raising the contract value to \$50,000 equivalent or above, or (e) amendments to contracts for the employment of individual consultants raising the contract value to \$10,000 equivalent or above.

SCHEDULE 4

Implementation Program

1. The Borrower shall coordinate Project activities through the PMU under terms of reference satisfactory to the Association, which shall require, inter alia, that the PMU: (a) report periodically to the Association, (b) organize execution of the Project in accordance with the Project implementation manual adopted by the Borrower, and review annually, in consultation with the Association, the need for any modifications to such manual in view of actual Project implementation, (c) promote donor coordination regarding informal sector training, (d) procure works and goods for the benefit of Eligible Training Institutes, and (e) ensure coordination among the Borrower,

Eligible Training Institutes, trade associations and trainees.

Part A of the Project

2. In carrying out Parts A.1 and A.2 of the Project with respect to vocational training:

(a) the Borrower shall support training at Eligible Training Institutes only;

(b) as a precondition to such support to any Eligible Training Institute, the Borrower shall enter into a training support contract with such institute, under terms and conditions satisfactory to the Association, which shall specify, inter alia: (i) the financial support to be provided by the Borrower, (ii) the undertakings of the institute regarding the training to be provided, (iii) the record keeping and auditing obligations of the institute, and (iv) the reimbursement obligation of the institute for failure to meet performance targets;

(c) the Borrower shall review annually the list of Eligible Training Institutes to determine the continued eligibility of institutes and the possible inclusion of additional institutes;

(d) the Borrower shall support training in the areas of: (i) electrical installation, (ii) refrigeration and air conditioning, (iii) carpentry and joinery, (iv) dressmaking and tailoring, (v) blockwork and concreting, and (vi) such other areas as may be agreed upon by MOE and the Association;

(e) the Borrower shall limit eligibility of trainees to apprentices and masters who are members of trade associations, as well as other apprentices whose masters are such members;

(f) the Borrower shall implement a voucher system, under terms of reference agreed upon with the Association, pursuant to which vouchers shall be distributed by NACVET to trade associations, for use by apprentices and masters to procure training from Eligible Training Institutes;

(g) the Borrower shall implement a cost-sharing program for training under Part A.1 of the Project and tools/equipment distribution under Part A.2 of the Project pursuant to which trainees shall be required to pay a fee for such training or tools/equipment, as the case may be, set by MOE in accordance with Section 3.04(b) of this Agreement;

(h) the Borrower shall cause the Eligible Training Institutes to provide training under Part A.1 of the Project in accordance with curricula approved by MOE, pursuant to guidelines agreed upon with the Association; and

(i) the Borrower shall supply tools and equipment to trainees under Part A.2 of the Project only in connection with training provided to such trainees under Part A.1 of the Project.

3. In carrying out Part A.1 of the Project, with respect to entrepreneurial training of masters, the Borrower shall cause the Management Development and Productivity Institute to adopt a program, satisfactory to the Association, which shall provide, inter alia, for short-term courses to be held at regional centers.

4. In carrying out Part A.2 of the Project, NACVET shall establish a revolving fund, under terms and conditions satisfactory to the Association, which shall provide, inter alia, for the deposit therein of the proceeds from the sale of tool kits and equipment to trainees, and the use of such proceeds to procure additional tools and equipment for distribution under such Part and to finance additional training.

5. In carrying out Part A.3 of the Project, NACVET and KATTC shall develop annual programs for the provision of short-term training to instructors.

Part B of the Project

6. In carrying out Part B.1 of the Project, the Borrower shall ensure that NACVET is staffed with qualified and experienced management assisted by competent staff in adequate numbers, and in the case of NACVET's executive director and deputy executive director, shall maintain in such positions persons with qualifications and experience satisfactory to the Association.

7. In carrying out Part B.2 of the Project, PBME shall:

(a) beginning not later than August 31, 1995, employ qualified and experienced staff in adequate numbers to conduct tracer studies, including at least two statisticians and two analysts with qualifications and experience satisfactory to the Association; and

(b) conduct, under terms of reference satisfactory to the Association, tracer studies regarding training, including both training provided under the Project and long-term vocational training.

8. In carrying out Part B.3 of the Project, the Borrower shall:

(a) through the Ghana Statistical Service conduct the labor force survey under terms of reference satisfactory to the Association and to complete such study by August 31, 1996; and

(b) maintain within MESW, computer programmer staffing as described in paragraph 2(b) of Schedule 1 to this Agreement.

SCHEDULE 5

Special Account

1. For the purposes of this Schedule:

(a) the term "eligible Categories" means Categories (1) through (5) set forth in the table in paragraph 1 of Schedule 1 to this Agreement;

(b) the term "eligible expenditures" means expenditures in respect of the reasonable cost of goods and services required for the Project and to be financed out of the proceeds of the Credit allocated from time to time to the eligible Categories in accordance with the provisions of Schedule 1 to this Agreement; and

(c) the term "Authorized Allocation" means an amount equivalent to \$500,000 to be withdrawn from the Credit Account and deposited into the Special Account pursuant to paragraph 3 (a) of this Schedule, provided, however, that unless the Association shall otherwise agree, the Authorized Allocation shall be limited to an amount equivalent to \$250,000 until the aggregate amount of withdrawals from the Credit Account shall be equal to or exceed the equivalent of \$2,000,000.

2. Payments out of the Special Account shall be made exclusively for eligible expenditures in accordance with the provisions of this Schedule.

3. After the Association has received evidence satisfactory to it that the Special Account has been duly opened, withdrawals of the Authorized Allocation and subsequent withdrawals to replenish the Special Account shall be made as follows:

(a) For withdrawals of the Authorized Allocation, the

Borrower shall furnish to the Association a request or requests for a deposit or deposits which do not exceed the aggregate amount of the Authorized Allocation. On the basis of such request or requests, the Association shall, on behalf of the Borrower, withdraw from the Credit Account and deposit into the Special Account such amount or amounts as the Borrower shall have requested.

- (b) (i) For replenishment of the Special Account, the Borrower shall furnish to the Association requests for deposits into the Special Account at such intervals as the Association shall specify.
- (ii) Prior to or at the time of each such request, the Borrower shall furnish to the Association the documents and other evidence required pursuant to paragraph 4 of this Schedule for the payment or payments in respect of which replenishment is requested. On the basis of each such request, the Association shall, on behalf of the Borrower, withdraw from the Credit Account and deposit into the Special Account such amount as the Borrower shall have requested and as shall have been shown by said documents and other evidence to have been paid out of the Special Account for eligible expenditures.

All such deposits shall be withdrawn by the Association from the Credit Account under the respective eligible Categories, and in the respective equivalent amounts, as shall have been justified by said documents and other evidence.

4. For each payment made by the Borrower out of the Special Account, the Borrower shall, at such time as the Association shall reasonably request, furnish to the Association such documents and other evidence showing that such payment was made exclusively for eligible expenditures.

5. Notwithstanding the provisions of paragraph 3 of this Schedule, the Association shall not be required to make further deposits into the Special Account:

(a) if, at any time, the Association shall have determined that all further withdrawals should be made by the Borrower directly from the Credit Account in accordance with the provisions of Article V of the General Conditions and paragraph (a) of Section 2.02 of this Agreement;

(b) if the Borrower shall have failed to furnish to the Association, within the period of time specified in Section 4.01 (b) (ii) of this Agreement, any of the audit reports required to be furnished to the Association pursuant to said Section in respect of the audit of the records and accounts for the Special Account;

(c) if, at any time, the Association shall have notified the Borrower of its intention to suspend in whole or in part the right of the Borrower to make withdrawals from the Credit Account pursuant to the provisions of Section 6.02 of the General Conditions; or

(d) once the total unwithdrawn amount of the Credit allocated to the eligible Categories, less the amount of any outstanding special commitment entered into by the Association pursuant to Section 5.02 of the General Conditions with respect to the Project, shall equal the equivalent of twice the amount of the Authorized Allocation.

Thereafter, withdrawal from the Credit Account of the remaining unwithdrawn amount of the Credit allocated to the eligible Categories shall follow such procedures as the Association shall specify by notice to the Borrower. Such further

withdrawals shall be made only after and to the extent that the Association shall have been satisfied that all such amounts remaining on deposit in the Special Account as of the date of such notice will be utilized in making payments for eligible expenditures.

6. (a) If the Association shall have determined at any time that any payment out of the Special Account: (i) was made for an expenditure or in an amount not eligible pursuant to paragraph 2 of this Schedule; or (ii) was not justified by the evidence furnished to the Association, the Borrower shall, promptly upon notice from the Association: (A) provide such additional evidence as the Association may request; or (B) deposit into the Special Account (or, if the Association shall so request, refund to the Association) an amount equal to the amount of such payment or the portion thereof not so eligible or justified. Unless the Association shall otherwise agree, no further deposit by the Association into the Special Account shall be made until the Borrower has provided such evidence or made such deposit or refund, as the case may be.

(b) If the Association shall have determined at any time that any amount outstanding in the Special Account will not be required to cover further payments for eligible expenditures, the Borrower shall, promptly upon notice from the Association, refund to the Association such outstanding amount.

(c) The Borrower may, upon notice to the Association, refund to the Association all or any portion of the funds on deposit in the Special Account.

(d) Refunds to the Association made pursuant to paragraphs 6 (a), (b) and (c) of this Schedule shall be credited to the Credit Account for subsequent withdrawal or for cancellation in accordance with the relevant provisions of this Agreement, including the General Conditions.

