BASIC INFORMATION

A. Basic Project Data

<table>
<thead>
<tr>
<th>Country</th>
<th>Project ID</th>
<th>Project Name</th>
<th>Parent Project ID (if any)</th>
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<tbody>
<tr>
<td>Central African Republic</td>
<td>P166943</td>
<td>CAR: LONDO+</td>
<td>P152512</td>
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<table>
<thead>
<tr>
<th>Parent Project Name</th>
<th>Region</th>
<th>Estimated Appraisal Date</th>
<th>Estimated Board Date</th>
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<table>
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<tr>
<th>Practice Area (Lead)</th>
<th>Financing Instrument</th>
<th>Borrower(s)</th>
<th>Implementing Agency</th>
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<tr>
<td>Social, Urban, Rural and Resilience Global Practice</td>
<td>Investment Project Financing</td>
<td>Ministry of Economy, Planning, and Cooperation</td>
<td>Agence d'Execution des Travaux d'Interet Public en Centrafrique (AGETIP-CAF)</td>
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</tbody>
</table>

Proposed Development Objective(s) Parent

To provide temporary employment to vulnerable people throughout the entire territory of the country.

Proposed Development Objective(s) Additional Financing

To provide temporary employment to vulnerable people and to facilitate access to basic services throughout the entire territory of the country, and to provide a response in the case of an eligible crisis or emergency.

Components

- Local Governance
- Public Infrastructure
- Socio-Economic Integration
- Project Management
- Contingency (3%): to be allocated to Components 1, 2, and 3
- CERC

PROJECT FINANCING DATA (US$, Millions)

<table>
<thead>
<tr>
<th>SUMMARY</th>
<th></th>
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<tbody>
<tr>
<td>Total Project Cost</td>
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<tr>
<td>Total Financing</td>
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<tr>
<td>of which IBRD/IDA</td>
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<tr>
<td>Financing Gap</td>
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**B. Introduction and Context**

**Country Context**

1. **Positive developments.** After a two-year political transition, CAR held peaceful presidential and legislative elections in 2016. Meanwhile, Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA), a 12,000-troop United Nations (UN) peacekeeping mission, was deployed to CAR in September 2014 and is now established throughout the territory. Over the last few years, the security situation has largely stabilized in Bangui, where a “normalization” is observed with a return to pre-crisis life.

2. **Volatile situation in the provinces.** Although Bangui is for the most part stable, the security situation has been deteriorating in the provinces over the last year. Multiple armed groups still control about 60% of the territory. Displacement continues to increase due to ongoing violence, with 20 percent of the population forcibly displaced (OCHA 2018). Nearly three million people (roughly two-thirds of the population) are still in need of humanitarian assistance – a 16 percent increase from early 2018, of which 1.9 million require acute and immediate assistance (OCHA 2019). The situation is very fluid and highly volatile. A case in point is the Political Agreement for Peace and Reconciliation in CAR (the eighth peace agreement since 2013), which was signed on February 06, 2019 and laid the foundations for the restoration of durable peace in the country, but remains very fragile¹.

3. **Low social and economic indicators.** CAR is an extremely poor country caught in repeated cycles of violence and conflict. Poverty incidence is estimated to exceed 70 percent. Life expectancy fell from 49 years in 1988 to 43 years presently. In 2008, nearly two-thirds of CAR’s population lived in rural areas, which were home to about 70 percent of the country’s poor. Poverty is very high. Gross National Income

per capita dropped by more than a third between 2012 and 2013 and recent estimates suggest that the poverty rate—at the international poverty line of US$1.90 per day in 2011 PPP terms—surged to more than 75 percent in 2017, according to the World Bank. The country has endured a high level of losses and damages due to the conflict and faces a sluggish economic recovery (IMF 2017). CAR was further ranked almost last (188/189) in the 2017 Human Development Index (UNDP 2018).

4. **Significant gender disparities.** While access to services is limited, women face specific challenges in accessing resources and opportunities. While 13 percent of men have never been to school, this is three times more for women (39 percent). Maternal mortality is estimated at 882 per 100,000 live births, which, with a fertility rate of around 4.9, means that 1 in approximately 25 women dies during child birth. Labor force participation of women is estimated at 61 percent (against 80 percent for men) with most women engaged in agriculture (96 percent). Women occupy few public positions: they represent only 7 percent of members of parliament and 17 percent of all ministerial positions. Limited agency, discrimination and patriarchal beliefs, puts women at great risk of violence, including sexual violence. The risk of sexual violence is even more elevated as a result of the ongoing conflict.

5. **Significant exposure to climate change risks:** The Project is implemented in the entire national territory of CAR which experiences extremes of temperature and precipitation, and frequent episodes of both floods and drought. Floods are a recurring and devastating natural hazard and are responsible for the largest share of economic and human losses due to natural disasters in the CAR. The drier northeastern region of CAR has seen a downward trend in precipitation while the south-western region has experienced a trend of increasing precipitation. Droughts are increasingly common and have serious consequences for water resources, particularly in northern CAR. Such climate-related hazards are forecast to increase in frequency and severity in the future, therefore placing Project beneficiaries at an increasing level of exposure to climate risk, given that their livelihoods are overwhelmingly dependent on natural resources and rainfed agriculture in particular.

6. **Large institutional support to peace and recovery.** In 2016, the Government, with support from the Bank alongside the UN and the European Union (EU), undertook a RPBA to define the country’s priorities, align international assistance, and use this RPBA as a development roadmap. The RPBA culminated in a successful International Donor Conference in November 2016, in Brussels, where donors pledged an unparalleled US$2.2 billion. The RPBA outlines CAR’s most urgent needs and priorities for the period 2017-21 and is framed around three pillars: (i) support peace, security, and reconciliation; (ii) renew the social contract between the State and the population; and (iii) promote economic recovery and boost productive sectors. LONDO has been contributing to the field implementation and operationalization of all the RPBA’s pillars, for instance in priority cities like Bambari and Paoua.

**Sectoral and Institutional Context**

7. **Leveraging LONDO’s effective delivery model for greater impact.** The country context calls for the need to increase the Government’s capacity and agility (both logistically and technically) to respond to crises in the provinces where the population is still extremely poor and vulnerable. LIPW give credibility to the return of State authorities by demonstrating they can provide income-support and early-recovery services to population, such as ensuring continued access to remote areas, responding to public health emergencies, maintaining community basic infrastructures, and preparing for and responding to disasters. The key to such response capacity is the ability to deploy anywhere in the country, respond fast with tangible outputs and support, build on local resources, through community mobilization, and develop strong partnerships within the Humanitarian-Development-Peace nexus. Building on LONDO’s principles,
proven delivery mechanism, and field experience, LONDO+ will draw on elements of the Project that work well, while intensifying and expanding activities that maximize development impact. LONDO+ will also incrementally encourage a bottom-up approach to development, whereby communities can formulate demands to the central level via local authorities that can advocate on their behalf.

8. **Ensuring continuity to leverage resources.** The implementation team in place, including its extensive network in the provinces, performs very well. Thanks to the Project’s local knowledge and the trust it has established with the populations, the Project can rapidly deploy to virtually any district of the country. In addition, in each district that has already benefited from LONDO, the Project can quickly (re)mobilize the community and the local authorities around community works. While LONDO can benefit each district only once, an AF would allow LONDO+ to “re-deploy” to districts, while continuing the deployment of LONDO in the 11 remaining districts. Therefore, an additional financing to the LONDO Project is preferred over the development of a new project for reasons of efficiency and effectiveness. In addition, LONDO has become a flagship project, whose modus operandi is known by everyone. Starting a new project would risk losing the trust capital LONDO has built with the population. In fact, several requests for a “return” of LONDO have been formally submitted by local authorities to the MEPC and expectations are very high.

9. **Filling a gap for job creation and service provision.** The Peace Agreement signed in Bangui on February 6, 2019 calls for the implementation of development projects that provide socio-economic basic infrastructures and jobs, as well as labor-intensive programs throughout the country. However, the private sector, especially formal, is nearly absent in CAR outside of Bangui. According to the 2018 Doing Business Report, CAR remains at the bottom of the global ranking for the ease of doing business (183/190) and starting a business (181/190). Therefore, it will take time for the private sector to create jobs in most provinces. In that context, LONDO fills an important gap by providing temporary employment throughout the country. In addition, LONDO is often the only actor in remote districts, where neither humanitarian nor development actors are present, and thus the sole implementation actor. In fact, local communities and authorities alike often present many different kinds of grievances to LONDO because the Project is their only interlocutor.

**C. Proposed Development Objective(s)**

Original PDO

To provide temporary employment to vulnerable people throughout the entire territory of the country.

Current PDO

To provide temporary employment to vulnerable people and to facilitate access to basic services throughout the entire territory of the country, and to provide a response in the case of an eligible crisis or emergency.
Key Results

10. The key PDO level indicators are the following:
   - Direct project beneficiaries (Number)
   - Female beneficiaries (Percentage)
   - Number of LIPW beneficiaries
   - Benefitting districts (sous-préfectures) (Number)
   - Worked days (men-days) (Days)

D. Project Description

11. Component 1: Local Governance (approximately US$14.8). This component will continue to finance all the activities included in Component 1 – Local Governance of the parent Project (see above for detailed component description) but will expand the scope of the rapid assessments to determine the type of community works and community infrastructures that can be undertaken in each district. Among others, the rapid assessment will gather information on the availability of local materials, the presence and capacity of local entrepreneurs and private firms, and the feasibility to complete works within the allotted timeframe (ten months). The rapid assessments will also include the environment and social screening form and take into consideration other risks related to GBV in the SEA in order to put in place the relevant mitigation measures. In addition, the rapid assessments will include attention to potential climate risks to ensure that climate resilience is an integral part of the planning process, thereby safeguarding the sustainability of infrastructure investments. These assessments will continue to be conducted by the LONDO implementation team including qualified individuals to explore and take into consideration risks of GBV issues, in close collaboration with the local authorities, who will be responsible for engaging the local community on the selection and prioritization of the types of infrastructures to be rehabilitated/built. This will ensure sustained capacity-building for local authorities including on understanding and addressing climate risks.

12. Component 2: Public Infrastructure (approximately US$55.8). This component will continue to finance maintenance works done under the parent Project, but will also finance community works, which will go beyond road maintenance, while continuing to rely on works that can be performed by unskilled labor and require labor-intensive methods (e.g. building school benches). These community works will use local materials (e.g. wood, bamboo) and rely on local artisans to train laborers, thereby increasing the range of possible activities, while promoting economic recovery, skills development, and community resilience. LIWP/community works will be executed through force account (en régie). This component will further finance the small-scale construction or rehabilitation of priority community infrastructure (e.g. a school, a water point, the rehabilitation of a health center) along with the purchase of goods/equipment, as needed, in districts where the rapid assessments (financed under Component 1) have confirmed it is feasible. The infrastructures will be designed to be overall responsive to climate risks, especially when the infrastructures being rehabilitated are impacted by climate impacts; this could include, where appropriate, measures like elevated plinths, flood-proof construction, wind-resistant walls and roofs (use of appropriate materials and finishes); and structural systems/building envelopes that can withstand heavy precipitation. A fixed and same investment “envelope” for infrastructures will be allocated to each district. Based on the experience from similar projects in CAR, it is estimated that each district will benefit
on average from three community infrastructures. However, the exact type and number of infrastructures to be rehabilitated/constructed in any given district will ultimately depend on the results of the rapid assessment and associated costs. Meanwhile, the Project will have a negative list of investments whose implementation is already deemed unfeasible, including poor resilience to climate risks, and this will be included in the PIM.

13. Given the technical and specialized expertise required to properly execute the construction/rehabilitation of infrastructures, the LONDO implementation team will contract the works out to third parties, i.e. local firms, NGOs or UN agencies. Preference will be given to local firms or local NGOs (with an emphasis on recruiting labor being sourced from among the local communities, to a maximum extent), as it will contribute to the revitalization of the local private sector and capacity-building of local capacities. Where neither firms nor local NGOs are present/operational and have the capacity to execute such works, the option of contracting works out to international NGOs or UN agencies, will be explored; however, this option should be a last resort, as it would undermine the efforts to support the State in redeploying public services. The LONDO team will also retain the possibility to execute the infrastructure works via force account. In districts where the rapid assessment has determined that the construction or rehabilitation of infrastructure is not possible, alternative options to respond to other types of local, priority needs will be explored. Equity will remain a foundational principle wherein all districts would get equal benefits, even if there is no feasible way to build infrastructure (i.e. no resources or capacity). In such cases, the allocated funds would then be available for the districts to use for other investments and benefits (e.g. more LIPW beneficiaries) to communities. Finally, this component will finance the piloting of a few chantiers-écoles, which will allow to recreate a network of local skilled workers in core construction jobs (e.g. carpentry) by providing a combination of technical and on-the-job trainings.

14. **Component 3: Socio-economic Integration (approximately US$16.8).** The number of paid worked days will be tripled: 120,000 contracts of 40 working days each. 4,800 brigades of 25 beneficiaries across the country will be set up, managed, and paid for performing community works. The people of CAR have been putting a lot of pressure on the Government to create more jobs in the provinces. The threefold increase in the number of LIPW/community works beneficiaries is therefore a direct response to the Government’s request to increase the number of jobs created by LONDO and will contribute to restoring the social contract. Meanwhile, the community maintenance system will be discontinued and, based on the different adaptations piloted under the parent Project, transformed into a rapid response mechanism, which will allow the Government (at both the central and local levels) to quickly mobilize local teams to respond to shocks or support priority public investments (e.g. maintenance of access roads to airfields to ensure the delivery of humanitarian aid; assistance with a response to a cholera epidemic). The combination of providing temporary income (via LIPW), skills (via chantiers-écoles), and community infrastructures will have a multiplier effect on the socio-economic recovery and resilience of local populations, including to climate risks, and the improvement of their living conditions.

15. **Component 4: Project management (US$9.60).** While this component will remain unchanged (see above for component description), the M&E activities will be improved through the digitization and geocoding of the different M&E tools. It will allow for the remote supervision of the Project, as well as greater options for information-sharing and coordinated planning with partners. The Project team has benefitted from the training on the Bank’s Geo-Enabling initiative for Monitoring and Supervision (GEMS)
and will thus ensure its M&E system is fully compatible with it (see Annex 2 on Implementation Support Plan for more details). In addition, this Component will include the administration of perception surveys, which can help capture results of the Project on intangible outcomes (e.g. social cohesion).

16. **Component 5: Contingency Emergency Response Component (CERC).** This zero-fund component will allow the Government to quickly mobilize funds in the event of an emergency that would require immediate recovery and reconstruction needs, which cannot be covered under the LONDO+; for instance, an epidemic outbreak, a new IDP crisis or a climate-related shocks such as flooding or drought. This component thus embodies the intent of supporting the resilience of Project beneficiaries’ lives and livelihoods in emergency situations, for which the investments will be made under components 2 and 3. The detailed design of this component will be developed during the first few months of implementation and a CERC Annex will be prepared and attached to the PIM.

**E. Implementation**

Institutional and Implementation Arrangements

17. **Implementation arrangements structure.** The implementation arrangements of the parent Project have been successful in delivering the Project and the team in place, including its extensive network in the provinces, performs very well. Like LONDO, LONDO+ will be sponsored by the Ministry of Economy and Planning, which will sign a new service agreement (*Convention de Maîtrise d'Ouvrage Déléguée, CMOD*) with AGETIP-CAF, and a dedicated team within AGETIP-CAF will be responsible for implementing the Project. Meanwhile, the LONDO implementation team is being reinforced (safeguards, procurement, FM, engineering) to adequately implement the new and scaled-up activities of LONDO+.

18. **Mixed delivery framework.** The implementation arrangements of the parent Project – a force account, under which AGETIP-CAF executes road works itself – has proven to be a successful delivery framework and will therefore remain in place. However, given the technical and specialized expertise required to properly execute certain activities of the AF (e.g. the rehabilitation/construction of community infrastructures), the LONDO implementation unit of AGETIP will contract some of the works out to third parties, i.e. local firms, NGOs or UN agencies.

**F. Project location and Salient physical characteristics relevant to the safeguard analysis (if known)**

The project is national; it will cover the entire territory, including Bangui (80 districts).

**G. Environmental and Social Safeguards Specialists on the Team**

Kristyna Bishop, Social Specialist
Richard Everett, Social Specialist
Djeina Issa Kalidi, Social Specialist
### SAFEGUARD POLICIES THAT MIGHT APPLY

<table>
<thead>
<tr>
<th>Safeguard Policies</th>
<th>Triggered?</th>
<th>Explanation (Optional)</th>
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<tr>
<td>Environmental Assessment OP/BP 4.01</td>
<td>Yes</td>
<td>Component 2 of the project finance the road maintenance and community infrastructures who will be performed using a labor-intensive methods and local materials. The works could lead to minor adverse impacts but will not any impacts on natural habitats. The ESMF of the parent project was updated, consulted upon and will be disclosed prior to appraisal to guide the management of environmental and social safeguard risks.</td>
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<tr>
<td>Performance Standards for Private Sector Activities OP/BP 4.03</td>
<td>No</td>
<td>This policy is not triggered.</td>
</tr>
<tr>
<td>Natural Habitats OP/BP 4.04</td>
<td>No</td>
<td>This policy is not triggered given that project activities will not result in loss, conversion or degradation of natural habitats or critical natural habitats as defined by the policy.</td>
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<tr>
<td>Forests OP/BP 4.36</td>
<td>No</td>
<td>This policy is not triggered as the project’s activities are not expected to impact to forest areas.</td>
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<tr>
<td>Pest Management OP 4.09</td>
<td>No</td>
<td>The project does not involve pest management.</td>
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<tr>
<td>Physical Cultural Resources OP/BP 4.11</td>
<td>No</td>
<td>Project activities are not expected to impact physical cultural resources.</td>
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<tr>
<td>Indigenous Peoples OP/BP 4.10</td>
<td>No</td>
<td>There are no Indigenous peoples in the Project area, which includes the existing primary and secondary road network and peri-urban areas.</td>
</tr>
<tr>
<td>Involuntary Resettlement OP/BP 4.12</td>
<td>No</td>
<td>No land acquisition leading to involuntary resettlement or restrictions of access to resources or livelihoods is required.</td>
</tr>
<tr>
<td>Safety of Dams OP/BP 4.37</td>
<td>No</td>
<td>This policy is not triggered as no dam (construction or rehabilitation) is involved in project’s activities.</td>
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<tr>
<td>Projects on International Waterways OP/BP 7.50</td>
<td>No</td>
<td>This policy is not triggered.</td>
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<tr>
<td>Projects in Disputed Areas OP/BP 7.60</td>
<td>No</td>
<td>This policy is not triggered.</td>
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KEY SAFEGUARD POLICY ISSUES AND THEIR MANAGEMENT

A. Summary of Key Safeguard Issues

1. Describe any safeguard issues and impacts associated with the proposed project. Identify and describe any potential large scale, significant and/or irreversible impacts:

LONDÖ+ is a category B project as defined in OP 4.01 (Environmental Assessment). The component 2 of the project finance the road maintenance and small-scale community infrastructures who will be performed using a labor-intensive methods and local materials. The works could lead to minor adverse impacts but will not any impacts on natural habitats. The environmental and social management framework (ESMF) that was approved for the parent project has been updated and now includes sections on training and sensitization regarding GBV, the operational protocol for managing security risks and an updated screening form to verify compliance with the provisions of the ESMF. The ESMF was disclosed in country on April 12, 2019 and on the Bank’s External Website on April 13, 2019. No social safeguards policies were triggered for the parent project and will not be triggered for the Additional Financing, as the scale and scope of the Project remains the same. In particular: (i) no land acquisition leading to involuntary resettlement or restrictions of access to resources or livelihoods is required; (ii) there are no Indigenous peoples in the Project area; and (iii) there is no influx of labor as the workers will be recruited locally and are members of the local community. As with the parent project, while LONDO+ is nationwide in scope and Indigenous People (Ba’Aka) are present in the country, they are not found in the project areas (primary and secondary roads network and peri-urban areas). Therefore, as with the parent project, OP 4.12 remains untriggered for the new project. Some Indigenous People who have moved to the cities and became sedenterized participated of their own free will in the lotteries and work programs under the parent project. There were no reports of tensions between them and other groups, or other complaints from or about them regarding their participation in the project. Social risks relating to insecurity and community expectations regarding project eligibility and benefits are being managed by mitigation measures in the ESMF and the GRM, which is driven by a successful telephone hotline service. It has been functioning very well for three years under the parent project and will continue to be used for LONDO+. The GRM has been fully funded under the parent project and will continue to be so under the new project.

2. Describe any potential indirect and/or long term impacts due to anticipated future activities in the project area:

Given the labor-based methodology that will be used for road maintenance, no potential adverse long-term impact is expected due to the anticipated future activities in the project area.

3. Describe any project alternatives (if relevant) considered to help avoid or minimize adverse impacts.

N/A

4. Describe measures taken by the borrower to address safeguard policy issues. Provide an assessment of borrower capacity to plan and implement the measures described.

The environmental and social management framework (ESMF) that was approved for the parent project has been updated and now includes sections on training and sensitization regarding GBV, the operational protocol for managing security risks and an updated screening form to verify compliance with the provisions of the ESMF. ESIAs and their associated ESMPs or ESMPs stand-alone, depending on the activities, will be prepared in accordance with the ESMF requirements.

AGETIP-CAF (the executing agency) has an in-house environmental specialist and decentralized structures with five
regional teams to ensure proper implementation, monitoring, documentation, and reporting on the mitigation measures. Further, AGETIP-CAF has an operations manual that includes safety guidelines to prevent injuries associated with labor-intensive public works.

5. Identify the key stakeholders and describe the mechanisms for consultation and disclosure on safeguard policies, with an emphasis on potentially affected people.

The updated version of the ESMF was consulted at two community meetings in July 2018. The ESMF was disclosed in-country on April 12, 2019 and on the Bank’s External Website on April 13, 2019. In addition, the road works activities, as well as community infrastructures and community works are systematically designed in close consultation with local communities, local and regional authorities, and other stakeholders.

Furthermore, a cartoon explaining the code of conduct to be followed during works (safety rules, instructions for disposing of debris, etc.), as well as the mechanism to denounce any safeguards policy breach, have been and will continue to be widely distributed to project teams, beneficiaries, local authorities, and communities in each area of the project.

B. Disclosure Requirements (N.B. The sections below appear only if corresponding safeguard policy is triggered)

**Environmental Assessment/Audit/Management Plan/Other**

<table>
<thead>
<tr>
<th>Date of receipt by the Bank</th>
<th>Date of submission for disclosure</th>
<th>For category A projects, date of distributing the Executive Summary of the EA to the Executive Directors</th>
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<tbody>
<tr>
<td>12-Apr-2019</td>
<td>13-Apr-2019</td>
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</table>

"In country" Disclosure
Central African Republic
11-Apr-2019

Comments

If the project triggers the Pest Management and/or Physical Cultural Resources policies, the respective issues are to be addressed and disclosed as part of the Environmental Assessment/Audit/or EMP.

If in-country disclosure of any of the above documents is not expected, please explain why:

C. Compliance Monitoring Indicators at the Corporate Level (to be filled in when the ISDS is finalized by the project decision meeting) (N.B. The sections below appear only if corresponding safeguard policy is triggered)

OP/BP/GP 4.01 - Environment Assessment

Does the project require a stand-alone EA (including EMP) report?
The World Bank Policy on Disclosure of Information

Have relevant safeguard policies documents been sent to the World Bank for disclosure?  
**Yes**

Have relevant documents been disclosed in-country in a public place in a form and language that are understandable and accessible to project-affected groups and local NGOs?  
**Yes**

**All Safeguard Policies**

Have satisfactory calendar, budget and clear institutional responsibilities been prepared for the implementation of measures related to safeguard policies?  
**Yes**

Have costs related to safeguard policy measures been included in the project cost?  
**Yes**

Does the Monitoring and Evaluation system of the project include the monitoring of safeguard impacts and measures related to safeguard policies?  
**Yes**

Have satisfactory implementation arrangements been agreed with the borrower and the same been adequately reflected in the project legal documents?  
**Yes**

### CONTACT POINT

**World Bank**

Sophie Christelle Grumelard  
Sr Social Protection Specialist

Varalakshmi Vemuru  
Lead Social Development Specialist

**Borrower/Client/Recipient**

Ministry of Economy, Planning, and Cooperation  
Felix Moloua  
Minister of Economy and Planning  
fmoloua@yahoo.fr

**Implementing Agencies**
Agence d’Execution des Travaux d’Interet Public en Centrafrique (AGETIP-CAF)
Marcel Ngamassen
Focal Point

FOR MORE INFORMATION CONTACT

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APPROVAL

<table>
<thead>
<tr>
<th>Task Team Leader(s):</th>
<th>Sophie Christelle Grumelard</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>Varalakshmi Vemuru</td>
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</tbody>
</table>

Approved By

<table>
<thead>
<tr>
<th>Safeguards Advisor:</th>
<th>Hanneke Van Tilburg</th>
<th>30-Apr-2019</th>
</tr>
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<tbody>
<tr>
<td>Practice Manager/Manager:</td>
<td>Robin Mearns</td>
<td>30-Apr-2019</td>
</tr>
<tr>
<td>Country Director:</td>
<td>Yisgedullish Amde</td>
<td>06-May-2019</td>
</tr>
</tbody>
</table>