Hon. Mustafa H. Mkulo  
Minister of Finance  
Ministry of Finance  
P.O. Box 9111  
Dar es Salaam  
United Republic of Tanzania

Honorable:

Tanzania: Performance Results and Accountability Project  
(IDA Credit No. 4363-TA)  
Amendment to the Financing Agreement

We refer to the Financing Agreement dated December 7, 2007, as amended to date between the Association and the Recipient ("PRAP Agreement"), where the Association agreed to provide the Recipient with a credit in an amount equivalent to twenty-six million two hundred thousand Special Drawing Rights (SDR 26,200,000) to assist the Recipient in financing the Performance Results and Accountability Project ("PRAP") described in Schedule 1 to the PRAP Agreement.

Pursuant to your letter dated February 15, 2012, requesting the Association to restructure the PRAP, I am pleased to inform you that the Association has agreed to amend and restate the PRAP Agreement.

Please indicate your agreement with the foregoing amended and restated PRAP Agreement on behalf of the Recipient by countersigning and dating the two original copies of this letter and returning one countersigned original to us. The amendment to the PRAP Agreement shall become effective as of the date of countersignature of this letter.

Sincerely,

Philippe Dongier  
Country Director for Tanzania, Uganda and Burundi  
Africa Region
AGREED:
UNITED REPUBLIC OF TANZANIA

By ________________________
Authorized Representative

Name ________________________
Title ________________________
Date: ________________________
Financing Agreement
(Amending and Restating)
(Performance Results and Accountability Project)

Between

UNITED REPUBLIC OF TANZANIA

And

INTERNATIONAL DEVELOPMENT ASSOCIATION

Dated , 2012
FINANCING AGREEMENT

AGREEMENT dated [...] 2012, entered into between UNITED REPUBLIC OF TANZANIA ("Recipient") and INTERNATIONAL DEVELOPMENT ASSOCIATION ("Association"). The Recipient and the Association hereby agree to amend and restate the PRAP Agreement as of the Effective Date of this Agreement, to read as follows:

ARTICLE I — GENERAL CONDITIONS; DEFINITIONS

1.01. The General Conditions (as defined in the Appendix to this Agreement) constitute an integral part of this Agreement.

1.02. Unless the context requires otherwise, the capitalized terms used in this Agreement have the meanings ascribed to them in the General Conditions.

ARTICLE II — FINANCING

2.01. The Association agrees to extend to the Recipient, on the terms and conditions set forth or referred to in this Agreement, a credit in an amount equivalent to nineteen million seven hundred thousand Special Drawing Rights (SDR 19,700,000) (variously, "Credit" and "Financing") to assist in financing the project described in Schedule 1 to this Agreement ("Project").

2.02. The Recipient may withdraw the proceeds of the Financing in accordance with Section IV of Schedule 2 to this Agreement.

2.03. The Maximum Commitment Charge Rate payable by the Recipient on the Unwithdrawn Financing Balance shall be one-half of one percent (1/2 of 1%) per annum.

2.04. The Service Charge payable by the Recipient on the Withdrawn Credit Balance shall be equal to three-fourths of one percent (3/4 of 1%) per annum.

2.05. The Payment Dates are March 15 and September 15 in each year.

2.06. The principal amount of the Credit shall be repaid in accordance with the repayment schedule set forth in Schedule 3 to this Agreement.

2.07. The Payment Currency is the Dollar.

ARTICLE III — PROJECT

3.01. The Recipient declares its commitment to the objectives of the Project and the Program. To this end, the Recipient shall carry out the Project in accordance with the provisions of Article IV of the General Conditions.
3.02. Without limitation upon the provisions of Section 3.01 of this Agreement, and except as the Recipient and the Association shall otherwise agree, the Recipient shall ensure that the Project is carried out in accordance with the provisions of Schedule 2 to this Agreement.

**ARTICLE IV — EFFECTIVENESS/TERMINATION**

4.01 The Recipient has updated and adopted the Operations Manual in accordance with the provisions of Section B 1(a) of Schedule 2 to this Agreement.

4.02 For purposes of Section 8.05 (b) of the General Conditions, the date on which the obligations of the Recipient under this Agreement (other than those providing for payment obligations) shall terminate is twenty years after the date of this Agreement.

**ARTICLE VI — REPRESENTATIVE; ADDRESSES**

6.01. The Recipient’s Representative is its Minister responsible for finance.

6.02. The Recipient’s Address is:

Ministry of Finance  
P. O. Box 9111  
Dar es Salaam  
Tanzania  
Facsimile:  
(255) 222 11 77 90

6.03. The Association’s Address is:

International Development Association  
1818 H Street, N.W.  
Washington, D.C. 20433  
United States of America  
Cable: INDEVAS  
Telex: 248423 (MCI)  
Facsimile: 1-202-477-6391  
Washington, D.C.
AGREED at Dar es Salaam, United Republic of Tanzania, as of the day and year first above written.

UNITED REPUBLIC OF TANZANIA

By: [Signature]

Authorized Representative

INTERNATIONAL DEVELOPMENT ASSOCIATION

By: [Signature]

Authorized Representative
SCHEDULE 1
Project Description

The objective of the Project is to support the Recipient's efforts to enhance performance management in the selected MDAs and to increase their responsiveness to clients. The Project consists of the following parts:

Part A: Systems and Policies to Support Service Delivery

Carrying out of Subprograms to support the Recipient's public service reform programs in the following areas:

1. Institutionalization of Performance Management Systems

Deepening application of the performance management system in the Selected MDAs, including: (a) higher quality strategic plans; (b) open performance review and appraisal system; (c) client/service delivery charters; and (d) timely and quality monitoring, evaluation and reporting by MDAs (e) training of trainers on implementing performance contracts for Permanent Secretaries.

2. Restructuring MDAs and Re-engineering Service Delivery

Encouraging MDAs to decentralize services to enhance cost efficiency and effectiveness in service delivery, through: (a) creation of additional executive agencies; and (b) re-engineering business processes.

3. Promoting e-Government and Knowledge Management Systems

Setting-up: (a) an operational e-Government portal; and (b) an operational and equipped e-Government agency within the public service, to enhance efficiency and quality of public service.

4. Improving Record Management

Increasing transparency and efficiency in management of records and data, including (a) operationalising the upgraded HCMIS in all MDAs (b) upgrading manual record management systems and facilities in Select MDAs(c) supporting the construction and equipping of a National Records Center.

5. Participative and Evidence Based Policy Development

Mentoring and training of staff in two Ministries to develop participative and evidence based policies.
Part B: Human Resources Management, Pay, Incentives, Leadership and Capacity Development

Carrying out of Subprograms for:

1. **Pay, Incentives and Rewards**

   (a) Carrying out studies to implement the recommendations of the Presidential Commission on Salary Review for the Public Service, including the technical application of the recommendations; (b) developing and implementing a pay and incentives strategy which (i) rationalizes incentives and allowances to serve in hard to serve areas to ensure equity in the distribution of human resources, (ii) links pay and incentives to performance, (iii) ensures adequacy of compensation levels to attract and retain qualified professionals within the given fiscal constraints and (iv) establishes realistic staffing norms for the distribution of human resources.

2. **Strengthening and Decentralizing Human Resources Management Processes and Systems**

   (a) Training staff in all MDAs in the use of the HCMIS (b) support all MDAs which have formulated their training plans, based on Training Needs Assessment, to implement their training plans (c) assist Selected MDAs to formulate human resource plans including training plans and succession plans.

3. **Managing Diversity**

   Supporting affirmative measures in support of disadvantaged groups (women and physically challenged persons) including: (a) relevant staff to attain Masters Degrees in all MDAs; and (b) implementing diversity guidelines in the Selected MDAs.

4. **Strengthening the capacity of local training institutions.**

5. **Supervising the implementation of** the guidelines for management of HIV/AIDS in Selected MDAs.

6. **Organizing and delivering top leadership training programs**

Part C: Change Management and Reform Coordination

Carrying out Subprograms for:

1. **Supporting Implementation of the Project and Program**

   (a) Developing the capacity of PO-PSM for oversight, coordination, facilitation and leadership for implementation of the Project; (b) Supporting minor rehabilitation and retooling (equipment and furniture) for POPSM offices; and (c) Supporting and enhancing day to day administration and management of the Project, including strengthening the capacity for procurement and financial management.
2. **Strengthening the Capacity for Reforms Coordination**

Providing Technical Assistance for program coordination, financial management and procurement to support the efficient functioning of the Reform Coordination Unit in the office of the Chief Secretary.

3. **Assisting the Initial Development of Public Service Reforms for the Revolutionary Government of Zanzibar**

Carrying out diagnostic work on public sector reform and/or policy development, and supporting the implementation of low-cost identified interventions such as records management including provision of the necessary equipment.

**Part D: Accountability and Responsiveness to the Public**

Carrying out of Subprograms to support responsiveness and accountability in the public service in the following areas:

1. **Strengthening the demand side of accountability for service delivery**

Supporting: (a) feedback from citizens and civil society organizations and (b) ensuring implementation of the complaints handling system in Selected MDAs.

2. **Developing and operationalizing a framework for ethical conduct in the public service**

(a) Making the internal systems for exercising oversight over ethical conduct more effective in Selected MDAs and (b) Monitoring the responsiveness of the established disciplinary process to cases of violation of the Code of Ethics in selected MDAs.
SCHEDULE 2
Project Execution

Section I. Institutional and Other Implementation Arrangements

A. Institutional Arrangements

1. Public Sector Reforms Steering Committee

(a) The Recipient shall maintain throughout the implementation of the Project, a Public Sector Reforms Steering Committee chaired by the Chief Secretary, and including in its membership the Permanent Secretaries of all MDAs, with a composition, mandate and resources satisfactory to the Association.

(b) Without limitation to sub-paragraph (a) of this paragraph, the Public Sector Reforms Steering Committee shall meet at least two times in a Fiscal Year, and shall be responsible for, *inter alia*: (i) policy guidance, and facilitating coordination of the activities among MDAs; and (ii) reviewing the progress made towards achieving the Project’s objectives.

2. PSRP Management Committee

(a) The Recipient shall maintain, at all times during the implementation of the Project the PSRP Management Committee: (i) chaired by the Permanent Secretary POPSM, and including in its membership the Deputy Permanent Secretaries, or senior officers appointed by the Permanent Secretaries of the MDAs; and (ii) with a composition, mandate and resources satisfactory to the Association.

(b) Without limitation to sub-paragraph (a) of this paragraph, the PSRP Management Committee shall be responsible for: (i) technical coordination of the Project; (ii) providing overall strategic guidance, monitoring and reviewing progress and results of program implementation; and (iii) reviewing and endorsing for joint approval by the Recipient, the Association and the Co-financiers Annual Work Plans and Budgets.

3. Reform Coordination Unit

(a) The Recipient shall maintain at all times during the implementation of the Project, the Reform Coordination Unit under the Chief Secretary with adequate staffing and resources.

(b) Without limitation to sub-paragraph (a) of this paragraph, the Reform Coordination Unit shall be responsible for, *inter alia*: (i) periodic review of Program design and implementation to identify any overlap, conflict, or areas of synergy; (ii) monitoring and evaluation of the progress of implementation of the respective MDA towards achieving the Project’s objectives; and (iii) acting as the secretariat to the Public Sector Reforms Steering Committee.

Implementing Agencies

(a) Without limitation upon the provisions of Parts [A.1 A.2 and A.3] of this Section, the Recipient shall ensure that POPSM is maintained at all times during the implementation of
the Project with functions, staffing and resources satisfactory to the Association, for the purpose of ensuring the prompt and efficient implementation of the Project.

(b) Without limitation to sub-paragraph (a) of this paragraph, the POPSM shall be responsible for day-to-day implementation of the Project, as detailed in the Project Manual, including, *inter alia*, planning, coordination, financial management, procurement, monitoring, evaluation, reporting and accountability for the results of the Projects.

B. Implementation Arrangements


The Recipient shall:

(a) update the Operations Manual in form and substance satisfactory to the Association setting out in detail the rules, procedures, standards and guidelines for the implementation of the Project, including: incorporating the monitoring indicators and such other arrangements as shall be required for the Project; and

(b) shall carry out the Project in accordance with the arrangements and procedures set out in the Operations Manual (provided, however, that in case of any conflict between the arrangements and procedures set out in the Operations Manual and the provisions of this Agreement, the provisions of this Agreement shall prevail) and, except as the Association shall otherwise agree, in writing shall not amend, abrogate or waive any provision of the Operations Manual.

2. Memorandum of Understanding

(a) The Recipient shall implement the Subprograms in accordance with the arrangements and procedures set out in the Memorandum of Understanding; provided, however, that in case of any conflict between the provisions of the Memorandum of Understanding and of this Agreement, the provisions of this Agreement shall prevail.

(b) Except as the Association shall otherwise agree, the Recipient shall not amend, abrogate or waive any provision of the Memorandum of Understanding, if such amendment, abrogation or waiver may, in the opinion of the Association, materially or adversely affect the implementation of the Project.

3. Annual Work Plans and Budgets; Subprograms

(a) The Recipient shall prepare and furnish to Association for its joint approval with the Co-financiers, not later than June 1 of each year during the implementation of the Project, or such later date as the Association may agree in consultation with the Co-financiers, the Annual Work Plans and Budgets containing all proposed Subprograms to be carried out in the following Fiscal Year, modified in a manner satisfactory to the Association, taking into account the Association’s comments and views on the matter.

(b) The Recipient shall cause POPSM to implement, monitor and evaluate each Subprogram in accordance with the provisions set forth in this Agreement and in more detail in the Operations Manual, and shall not make or allow to be made any material change to any
Subprogram included in the approved Annual Work Plans and Budgets without consultation and approval of the Association.

C. Anti-Corruption

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

D. Environmental and Social Safeguards

1. The Recipient shall carry out Parts A.4 and C.1 of the Project in accordance with the environmental, social and resettlement guidelines, rules and procedures defined in the Environmental and Social Management Framework and the Resettlement Policy Framework and, if applicable, prepare and implement a Resettlement Action Plan in accordance with the RPF and in form and substance acceptable to the Association, defining a program of actions, measures and policies for compensation and resettlement of Affected Persons, including the magnitude of displacement, proposed compensation and resettlement arrangements, budget and cost estimates, and sources of funding, together with adequate institutional, monitoring and reporting arrangements capable of ensuring proper implementation of, and regular feedback on compliance with, the RAP.

2. The Recipient shall not amend or waive, or permit to be waived, the ESMF, RPF and RAP.

3. The Recipient shall ensure that: (i) all measures for carrying out the recommendations of the ESMF, RPF and RAP are taken in a timely manner; and (ii) the Project Reports referred to in Section II.A of this Schedule shall include adequate information on monitoring the measures defined in the ESMF, RPF and RAP.

Section II. Project Monitoring, Reporting and Evaluation

A. Project Reports

1. The Recipient shall monitor and evaluate the progress of the Project and prepare Project Reports in accordance with the provisions of Section 4.08 of the General Conditions and on the basis of the indicators set forth in the Project Manual. Each Project Report shall cover the period of six months, and shall be furnished to the Association not later than sixty days after the end of the period covered by such report.

B. Financial Management, Financial Reports and Audits

1. The Recipient shall maintain or cause to be maintained a financial management system in accordance with the provisions of Section 4.09 of the General Conditions.

2. Without limitation on the provisions of Part A.1 of this Section, the Recipient shall prepare and furnish to the Association, not later than 60 days after the end of six calendar months, interim un-audited financial reports for the Project covering the six months, in form and substance satisfactory to the Association.
3. The Recipient shall have its Financial Statements audited in accordance with the provisions of Section 4.09 (b) of the General Conditions. Each audit of the Financial Statements shall cover the period of one fiscal year of the Recipient. The audited Financial Statements for each such period shall be furnished to the Association not later than six months after the end of such period.

Section III. Procurement

A. General

1. Goods and Works. All goods and works required for the Project and to be financed out of the proceeds of the Financing shall be procured in accordance with the requirements set forth or referred to in Section I of the Procurement Guidelines, and with the provisions of this Schedule.

2. Consultants’ Services. All consultants’ services required for the Project and to be financed out of the proceeds of the Financing shall be procured in accordance with the requirements set forth or referred to in Sections I and IV of the Consultant Guidelines, and with the provisions of this Schedule.

3. Definitions. The capitalized terms used below in this Section to describe particular procurement methods or methods of review by the Association of particular contracts, refer to the corresponding method described in the Procurement Guidelines, or Consultant Guidelines, as the case may be.

B. Particular Methods of Procurement of Goods and Works

1. International Competitive Bidding. Except as otherwise provided in paragraph 2 below, goods and works shall be procured under contracts awarded on the basis of International Competitive Bidding.

2. Other Methods of Procurement of Goods and Works. The following methods of procurement, other than International Competitive Bidding, may be used for goods and works under the circumstances specified in the Procurement Plan for each such method: (a) National Competitive Bidding; and (b) Shopping.

C. Particular Methods of Procurement of Consultants’ Services

1. Quality- and Cost-based Selection. Except as otherwise provided in paragraph 2 below, consultants’ services shall be procured under contracts awarded on the basis of Quality and Cost-based Selection.

2. Other Methods of Procurement of Consultants’ Services. The following methods of procurement, other than Quality and Cost-based Selection, may be used for consultants’ services under the circumstances specified in the Procurement Plan for each such method: (a) Quality Based Selection;

(b) Selection under a Fixed Budget; (c) Least Cost Selection; (d) Selection Based on Consultants’ Qualifications; (e) Single-source Selection; (f) Procedures set forth in paragraphs 5.2 and 5.3 of the Consultant Guidelines for the Selection of Individual...
Consultants; and (g) Sole Source Procedures for the Selection of Individual Consultants.

D. Review by the Association of Procurement Decisions

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

Section IV. Withdrawal of the Proceeds of the Financing

A. General

1. The Recipient may withdraw the proceeds of the Financing in accordance with the provisions of this Section and such additional instructions as the Bank may specify by notice to the Recipient, to finance Eligible Expenditures as set forth in the table in paragraph 2 below.

2. The following table specifies the categories of Eligible Expenditures that may be financed out of the proceeds of the Financing (“Category”), the allocations of the amounts of the Financing to each Category, and the percentage of expenditures to be financed for Eligible Expenditures in each Category:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount of the Financing Allocated (expressed in SDR)</th>
<th>Percentage of Expenditures to be Financed</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Works, Goods, Consulting Services, Training and Operating Costs in Subprograms under the Project</td>
<td>19,700,000</td>
<td>Such percentage of Eligible Expenditures as the Association shall determine for each Fiscal Year in the Annual Work Plans and Budgets</td>
</tr>
</tbody>
</table>

B. Withdrawal Conditions; Withdrawal Period

1. Notwithstanding the provisions of Part A.1 of this Section no withdrawal shall be made:

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

(b) Eligible Expenditures under the Category, unless: (i) the Memorandum of Understanding has been executed on behalf of the Recipient and the Association and has entered into effect in accordance with its terms; and (ii) the Annual Work Plan and Budget for the respective Fiscal Year has been approved by the Association in accordance with Part B.3 of Section I of this Schedule.

2. The Closing Date is December 31, 2012.
Section V. **Other Undertakings**

A. **Procurement Audits and Appointment of Procurement Auditors**

1. The Recipient shall, not later than six months after the Effective Date, put in place arrangements, satisfactory to the Association, including the appointment of independent procurement auditors acceptable to the Association, in accordance with the provisions of Section III of this Schedule, for reviewing the procurement of goods, works and consultants’ services financed under the Project, including the reviewing of procurement procedures and processes.

2. The Recipient shall, not later than six months after the end of each Fiscal Year, or such later date as the Association may agree, furnish to the Association an audit report on the procurement of goods, works and consultants’ services carried out under the Project, prepared by the independent procurement auditors referred to in Part A.1 of this Section.
Repayment Schedule

<table>
<thead>
<tr>
<th>Date Payment Due</th>
<th>Principal Amount of the Credit repayable (expressed as a percentage)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>On each March 15 and September 15:</td>
<td></td>
</tr>
<tr>
<td>commencing March 15, 2018 to and including September 15, 2027</td>
<td>1%</td>
</tr>
<tr>
<td>commencing March 15, 2028 to and including September 15, 2047</td>
<td>2%</td>
</tr>
</tbody>
</table>

*The percentages represent the percentage of the principal amount of the Credit to be repaid, except as the Association may otherwise specify pursuant to Section 3.03 (b) of the General Conditions.
APPENDIX

Definitions

1. "Affected Persons" means persons who, on account of the execution of Part a.4 of the Project had or would have their: (i) standard of living adversely affected; or (ii) right, title, interest in any house, land (including premises, agricultural and grazing land) or any other fixed or movable asset acquired or possessed, temporarily or permanently; (iii) access to productive assets adversely affected, temporarily or permanently; or (iv) business, occupation, work or place of residence or habitat adversely affected.

2. "Annual Work Plan and Budget" means the work plan and budget prepared annually by PO-PSM for the Project, in accordance with Section I.B.3 of Schedule 2 to this Agreement.


4. "Cabinet Secretariat" means an office within Office of the President charged with the responsibility for Secretariat to the Cabinet of the Recipient.

5. "Category" means a category set forth in the table in Section IV of Schedule 2 to this Agreement.


7. "Co-financiers" means each and any co-financier (other than the Recipient and the Association) that has extended or is to extend the Co-financing (as hereinafter defined) to the Recipient pursuant to the Co-financing Agreement (as hereinafter defined), and that has signed the Memorandum of Understanding.

8. "Co-financing" means, for the purposes of Section 6.02 (g) (ii) and (iii) and Section 6.06 (c) of the General Conditions, each and any credit or grant extended or to be extended to the Recipient by the Co-financiers for the purpose of assisting in the joint co-financing of Subprograms under the Project, in accordance with the provisions of the Co-financing Agreement and the Memorandum of Understanding.

9. "Co-financing Agreement" means, for the purposes of Section 6.02 (g) (ii) and (iii) and Section 6.06 (c) of the General Conditions, each and any agreement entered or to be entered into between the Recipient and the Co-financiers providing for the Co-financing.


11. "Environmental and Social Management Framework" or "ESMFM" means the document of the Recipient dated October, 2005 as the said document may be amended and/or supplemented from time to time with the prior concurrence of the Association, setting forth the modalities for environmental screening and procedures for the preparation and
implementation of environmental assessments and management plans under Part A.4 of the Project pursuant to Section I.D.2 of Schedule 2 to this Agreement.

12. "e-Government" means a proposed system intended to increase application of information and communication technologies within the Recipient’s government.

13. "Fiscal Year" means the Recipient’s fiscal year commencing on July 1 and ending on June 30 of the following year.


16. "MDAs" means the Recipient’s ministries, departments and agencies.

17. "Memorandum of Understanding" means the memorandum of understanding between the Recipient, the Association and the Co-financiers, dated January 2008, as the same may be amended from time to time, providing for common arrangements and procedures on procurement, disbursement, accounting, monitoring, reporting, auditing, coordination and exchange of information required for the implementation of the Project.

18. "Operating Costs" means the incremental operating costs arising under the Project on account of Project coordination, implementation and monitoring activities, including office supplies, vehicle operation and maintenance costs, utilities, communication charges, per diems and travel allowances, but excluding the salaries of the Recipient’s civil service and sitting allowances.


20. "POPSM" means the President’s Office – Public Service Management of the Recipient.

21. "Presidential Commission on Salary Review for the Public Service" means a commission established pursuant to a Presidential directive to operate during the period July to December 2006, and charged with the responsibility for review of salary and other benefits for employees of the public service.

22. "PRSP II" means the Recipient’s Public Service Reform Program, as amended on February 6, 2012.

23. "PSRP Management Committee" means the committee referred to in Section I.A.2 of Schedule 2 to this Agreement.

24. "Public Service Reforms Steering Committee" means the committee referred to in Section I.A.1 of Schedule 2 to this Agreement.

26. "Procurement Plan" means the Recipient’s procurement plan for the Project, dated August 17, 2007, and referred to in paragraph 1.16 of the Procurement Guidelines and paragraph 1.24 of the Consultant Guidelines, as the same shall be updated from time to time in accordance with the provisions of said paragraphs.

27. "Reform Coordination Unit means the unit referred to in Section 1.A.3 of Schedule 2 to this Agreement.

28. "Resettlement Action Plan" or "RAP" means the plan referred to in Section I.D.1 (a) of Schedule 2 to this Agreement.

29. "Resettlement Policy Framework" or "RPF" means the Resettlement Policy Framework of the Recipient dated October 2005, as the said framework may be amended and/or supplemented from time to time with the prior concurrence of the Association, setting forth the modalities for resettlement and compensation of Affected Persons under Part A.4 of the Project and referred to in Section I.D.1 of Schedule 2 to this Agreement.

30. "Revolutionary Government of Zanzibar" means the government established and operating pursuant to the Constitution of the Recipient, as the administrative authority over the island of Zanzibar within the territory of the Recipient.

31. "Selected MDAs" means the following list of MDAs, as such list may be amended from time to time with the prior written agreement of the Association: (i) Ministry of Education and Vocational Training; (ii) Ministry of Health and Social Welfare; (iii) Ministry of Agriculture, Food Security, and Cooperatives; (iv) Ministry of Water; (v) Ministry of Lands, Housing, and Human Settlements; (vi) Ministry of Industries and Trade; (vii) Prime Minister’s Office- Regional Administration and Local Government; (viii) Ministry of Works; (ix) Ministry of Labor and Employment; (x) POPSM; (xi) Public Service Commission; (xii) Public Service Recruitment Board; (xiii) Tanzania Food and Drugs Agency; and (xiv) Business Registration and Licensing Agency.

32. "Subprogram" means a program of activities under the Project and included in the Annual Work Program and Budget.

33. "Training" means the cost associated with the training, workshops, study tours and exchange programs, based on Consolidated Annual Work Plans and Budgets approved by the Association pursuant to Section I.B.3. of Schedule 2 to this Agreement, for reasonable expenditures (other than expenditures for consultants’ services), including: (i) travel, room, board and per diem expenditures incurred by trainers and trainees in connection with their training and by non-consultant training facilitators; (ii) course fees; (iii) training facility rentals; and (iv) training material preparation, acquisition, reproduction and distribution expenses.