Financing Agreement

(Additional Financing For Emergency Demobilization and Reintegration Project)

between

DEMOCRATIC REPUBLIC OF CONGO

and

INTERNATIONAL DEVELOPMENT ASSOCIATION

Dated May 26, 2008
FINANCING AGREEMENT

Agreement dated May 26, 2008, entered into between DEMOCRATIC REPUBLIC OF CONGO ("Recipient") and INTERNATIONAL DEVELOPMENT ASSOCIATION ("Association") for the purpose of providing additional financing for activities related to the Original Project (as defined in the Appendix to this Agreement). The Recipient and the Association hereby agree 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, in the Original Financing Agreement or in the Appendix to this Agreement.

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 grant in an amount equivalent to thirty one million and three hundred thousand Special Drawing Rights (SDR 31,300,000) ("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 Payment Dates are April 15 and October 15 in each year.

2.05. 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 through the Project Team 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 — REMEDIES OF THE ASSOCIATION

4.01. The Additional Events of Suspension consist of the following:

(a) The Project Team Arrêté or any texts pertaining to the operation of Project Team shall have been breached, amended, suspended, abrogated, repealed or waived, unless otherwise agreed upon with the Association, or other text shall have been passed or actions taken that may impair the ability of the Project Team to implement the Project.

(b) The contract between the Recipient and the FMA shall have been breached, amended, suspended, abrogated, repealed or waived.

(c) The independent technical auditors satisfactory to the Association referred to in Section II. A. 2 (a) of Schedule 2 to this Agreement have not been recruited by March 31, 2009.

(d) Any Implementation Agreement shall have been breached, amended, suspended, abrogated, repealed or waived, unless otherwise agreed upon with the Association.

ARTICLE V — EFFECTIVENESS; TERMINATION

5.01. The Additional Conditions of Effectiveness consists of the following:

(a) The Co-financing Agreement has been executed and delivered and all conditions precedent to its effectiveness or to the right of the Recipient to make withdrawals under it (other than the effectiveness of this Agreement) have been fulfilled.
(b) The Project Team has been established and is operational including, the recruitment of the staff shown in Appendix 2 to this Agreement.

(c) The FMA Contract has been entered into.

(d) The MFAP and the PIM have been updated, in form and substance satisfactory to the Association, and adopted by the Recipient.

(e) The audit of Financial Statements, for the period ended June 30, 2007, acceptable to the Association, has been completed and submitted to the Association.

(f) The Recipient has employed the independent external auditors referred to in Section 4.09 (b) of the General Conditions, in accordance with the provisions of Section III of Schedule 2 to this Agreement.

(g) The Project Team Arrêté has been adopted.

5.02. The Effectiveness Deadline is the date ninety (90) days after the date of this Agreement.
ARTICLE VI — REPRESENTATIVE; ADDRESSES

6.01. The Recipient’s Representative is the Minister at the time in charge of Finance.

6.02. The Recipient’s Address is:

Minister of Finance  
Ministry of Finance  
2008 Boulevard du 30 juin  
BP 12997  
Kinshasa I - Gombe  
Democratic Republic of Congo

Facsimile:

+243 880 23 81

6.03. The Association’s Address is:

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

Cable: Telex: Facsimile:

INDEVAS 248423 (MCI) 1-202-477-6391
AGREED at Kinshasa, Democratic Republic of Congo, as of the day and year first above written.

DEMOCRATIC REPUBLIC OF CONGO

By: /s/ Athanase Matenda Kyelu
    Authorized Representative

INTERNATIONAL DEVELOPMENT ASSOCIATION

By: /s/ Marie Françoise Marie-Nelly
    Authorized Representative
SCHEDULE 1

Project Description

The objective of the Project is to assist the Recipient in creating long-term sustainable social development and supporting macroeconomic stability in its territory through the: (a) demobilization of approximately 150,000 Ex-Combatants, while providing support for their reinsertion and social and economic reintegration; and (b) contribution to reallocation of the Recipient’s resulting budget savings from defense to social and economic sectors.

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

Part A: Demobilization

Support to sensitization, identification, and pre-discharge orientation, including: delivery of identification cards, collection of key socio-economic data, and provision of limited transportation to special groups and Ex-Combatants and their families, through the provision of technical advisory services as needed and transportation services.

Part B: Reinsertion

Transitional assistance to Ex-Combatants through the provision of TSA and small works.

Part C: Reintegration of Ex-Combatants

Support to the socio-economic reintegration of Ex-Combatants through the provision of goods such as small agricultural equipment; training; and technical advisory services.

Part D: Special Target Groups

Support to special target groups defined in the PIM, and in particular: (i) for the social and economic reintegration of female Ex-Combatants by: ensuring that special needs be taken into consideration; equal benefits be granted; strengthening gender awareness and monitoring the impact of the Program, all through the provision of technical advisory services; (ii) for economic assistance of disabled and chronically ill
Ex-Combatants through the provision of works, goods, technical advisory services and training; and (iii) for the social and economic reintegration of children associated with Armed Forces and Armed Groups by providing family tracing and reunification, counseling, psycho-social care, facilitation of access to education in communities of settlement through the provision of goods and technical advisory services.

* * *

The Project is expected to be completed by December 31, 2009.
SCHEDULE 2

Project Execution

Section I. Implementation Arrangements

A. Institutional Arrangements

1. Except as the Association shall otherwise agree, the Recipient shall: (i) apply the criteria, policies, procedures and arrangements set out in the Project Manuals; and (ii) not amend or waive, or permit to be amended or waived, the Project Manuals, or any provision thereof.

2. The Recipient shall, at all times during the execution of the Project:

   (a) maintain the Project Team in form and with functions satisfactory to the Association and with staff in adequate numbers, not exceeding twenty one people, and with qualifications and experience satisfactory to the Association, responsible for annual planning and programming, detailed costing, day-to-day implementation of Project activities and coordination, including with the relevant Recipient agencies, the private sector, UN agencies and international donor agencies, disbursement, contract management, monitoring and evaluation, and reporting to the MD and the Association, all in compliance with the Project Manuals.

   (b) cause the Project Team to: (i) employ at all times the staff shown in Appendix 2 to this Agreement, with experience and qualifications and under terms of reference satisfactory to the Association; and (ii) be managed by a project administrator recruited in accordance with the provision of Section III of this Schedule to be responsible for the daily management of the Project, including the submission of requests for no objections from the Association, and to have joint signature with the FMA on the Designated Account and to be designated as signatory for withdrawal applications.

   (c) employ, as required, short-term technical experts with qualifications and experience and under terms of reference satisfactory to the Association.

   (d) enter into and maintain throughout the life of the Project an agreement with the FMA (the “FMA Contract”) in form and substance satisfactory to the Association, including proper staffing by the FMA.
(e) enter into contract with individuals or firms, with qualifications and experience and under terms of reference satisfactory to the Association, to establish provincial antennas, in locations to be agreed upon with the Association, in charge of: (i) updating the inventory of projects and training and employment providers; (ii) referring Ex-Combatants to reintegration projects; (iii) monitoring and reporting on the status of training of Ex-Combatants; (iv) technical monitoring of reintegration activities; and (v) liaising with institutions at the local level, non-governmental institutions, and other reconstruction bodies in order to create synergies and further opportunities for Ex-Combatants.

(f) enter into and maintain throughout the life of the Project, unless otherwise agreed upon with the Association, the following agreements all under terms and conditions satisfactory to the Association (the “Implementation Agreements”):

(i) with FAO to carry out animal/husbandry, agriculture, fishing activities in the following Provinces: Bas Congo, Bandundu, Equateur, Katanga, Kinshasa, North Kivu, South Kivu and Maniema;

(ii) with CARITAS to carry out animal/husbandry and agriculture activities in the Kasai Occidental, Kasai Oriental and Province Orientale, and skill training in Kasai Occidental and income generating activities in Kasai Occidental and Province Orientale;

(iii) with INPP to carry out skill training and income generating activities in the Bas Congo and South Katanga Provinces;

(iv) with BIT to carry out skill training and income generating activities in the following Provinces: Bandundu, Equateur, North Kivu, South Kivu and Maniema;

(v) with ADEKOR to carry out skill training and income generating activities in the Kasai Oriental Province;

(vi) with IFESH to carry out skill training and income generating activities in the Katanga Province;

(vii) with GTZ to carry out skill training and income generating activities in the Kinshasa Province;
(viii) with UNHABITAT to carry out skill training activities in the Province Orientale.

(viii) with BIO ID to provide all Ex-combatants with non falsifiable demobilization cards and CELL PAY to provide TSA to the Ex-combatants upon demobilization and in every province.

(ix) with UNICEF to carry out interim care, tracing and reunification and reintegration activities for children associated with armed groups.

(g) enter into contracts with individuals, with qualifications and experience and under terms of reference satisfactory to the Association, to establish a short-term operations cell within the Project Team to: (i) deploy and coordinate mobile teams for demobilization; (ii) coordinate with MONUC and SMI on operations; (iii) coordinate transportation of limited numbers of Ex combatants; (iv) coordinate with CELPAY and BIO-ID on the carrying out of their activities; and (v) ensure that CELL PAY and BIO-ID are informed of all plans related to demobilization.

3. Without limitation to the provisions of Section II of this Schedule, the Recipient shall, no later than January 31, 2009, furnish to the Association: (i) an independent audit report of the payment of TSA to Ex combatants with a list of Ex-combatants; and (2) a technical evaluation detailing information on the purposes for which the TSA payments were utilized by a sample of Ex-Combatants as well as the income-generation and economic status and extent of social reintegration of such sample of Ex-Combatants.

B. Anti-Corruption

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

C. Safeguards

The Recipient shall, before the start of any civil works, carry out an Environmental Impact Assessment satisfactory to the Association for the planned works. The EIA report shall be disclosed to the public within 30 days after its completion, both in the country and in the World Bank InfoShop.
Section II. Project Monitoring, Reporting and Evaluation

A. Project Reports

1. (a) 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 below in sub-paragraph (b) of this paragraph. Each Project Report shall cover the period of one calendar semester, and shall be furnished to the Association not later than one month after the end of the period covered by such report.

(b) The performance indicators referred to above in sub-paragraph (a) consist of the following:

(i) Ex-Combatants receive their reinsertion payments upon demobilization, and 100% of their TSA within four (4) months of their demobilization.

(ii) 10,000 Ex-Combatants are demobilized within three months of the Effective Date.

(iii) By the Closing Date, demobilized disabled Ex-Combatants are provided with support appropriate to their condition.

(iv) Throughout Project’s implementation, less than 5% error (double or incorrect payments) occur when extending TSA.

(v) 60% of demobilized Ex-Combatants are engaged in productive economic activities (or schooling) within three months of their demobilization.

(vi) By the Closing Date, 80% of the children associated with Armed Forces and Armed Groups are successfully reintegrated.

2. The Recipient shall:

(a) no later than March 31, 2009, recruit independent technical auditors satisfactory to the Association to carry out an external evaluation of the implementation of the Project, including review of procurement,
statements of expenditures, and non moveable assets as well as verifying the physical existence of goods, equipments and services acquired or delivered throughout the Project; and

(b) no later than September 30, 2009 furnish to the Association an audit report prepared by said technical auditors.

3. For purposes of Section 4.08 (c) of the General Conditions, the report on the execution of the Project and related plan required pursuant to that Section shall be furnished to the Association not later than six months after the Closing Date.

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 of this Section, the Recipient shall prepare and furnish to the Association not later than 45 days after the end of each calendar quarter, interim un-audited financial reports for the Project covering the quarter, 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 semester of the Recipient, commencing with the fiscal semester in which the first withdrawal under the Project Preparation Advance was made. The audited Financial Statements for each such period shall be furnished to the Association not later than four months after the end of such period.

Section III. Procurement

A. General

1. No contract under the Original Project shall be extended under this Financing. All contracts under this Financing shall be new contracts.

2. **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 Section.
3. **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 requirement set forth or referred to in Sections I and IV of the Consultant Guidelines, and with the provisions of this Section.

4. **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, Works and Services other than Consultants Services**

1. **Goods and Services other than Consultants Services.** All goods and services other than consultants’ services, including air or land transportation services, shall be procured under contracts awarded on the basis of Shopping.

2. **Works.** All works shall be procured under contracts awarded on the basis of either Limited International Bidding or Direct Contracting. The Procurement Plan shall specify the circumstances under which such methods may be used.

**C. Particular Methods of Procurement of Consultants’ Services**

1. **Quality- and Cost-Based Selection.** Except as otherwise provided in paragraphs 2, 3 and 4 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 table specifies methods of procurement, other than Quality- and Cost-Based Selection, which may be used for consultants’ services. The Procurement Plan shall specify the circumstances under which such methods may be used.

<table>
<thead>
<tr>
<th>Procurement Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Selection Based on Consultants’ Qualifications (CQS)</td>
</tr>
<tr>
<td>(b) Single-Source Selection (SSS)</td>
</tr>
<tr>
<td>(c) Selection of Individual Consultants</td>
</tr>
<tr>
<td>(d) Least Cost Selection (LCS)</td>
</tr>
</tbody>
</table>

3. **Procurement for demobilization cards and reinsertion Services.** The provision of demobilization cards and reinsertion payments shall be provided by the Implementation Partners described in Section I A. 2 (f) of this Schedule.
These consultants will be procured by Single Source Selection with the prior review and clearance by the Association and only if, for each request, accompanied by a written request with full rationale from the Recipient.

4. **Procurement for Consultant Provided Reintegration Services.** Reintegration services will be provided by the Strategic Partners described in Section I A.2 (f) of this Schedule. These consultants will be procured by Single Source Selection and by province and specialty with the prior review and clearance by the Association and only if, for each request, accompanied by a written request with full rationale from the Recipient.

D. **Review by the Association of Procurement Decisions**

Except as the Association shall otherwise determine by notice to the Recipient, the following contracts shall be subject to Prior Review by the Association: (a) each contract for goods or works estimated to cost the equivalent of $100,000 or more and each contract procured on the basis of Direct Contracting; (b) each contract for consultants’ services provided by a firm estimated to cost the equivalent of $100,000 or more; (c) each contract for consultants services by an individual estimated to cost the equivalent of $50,000 or more; (d) each contract for consultants’ services procured on the basis of Single Source Selection; and (e) each contract for transportation services estimated to cost the equivalent of $100,000 or more. 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 Article II of the General Conditions, this Section, and such additional instructions as the Association shall specify by notice to the Recipient (including the “World Bank Disbursement Guidelines for Projects” dated May 2006, as revised from time to time by the Association and as made applicable to this Agreement pursuant to such instructions), to finance Eligible Expenditures as set forth in the table in paragraph 2 below.

2. The following table specifies the categories of Eligible Expenditures that may be financed out of the proceeds of the 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 Grant Allocated (expressed in SDR)</th>
<th>Percentage of Expenditures to be Financed (inclusive of Taxes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Works</td>
<td>15,000</td>
<td>100%</td>
</tr>
<tr>
<td>(2) Goods</td>
<td>15,000</td>
<td>100%</td>
</tr>
<tr>
<td>(3) Consultant Services</td>
<td>20,500,000</td>
<td>100%</td>
</tr>
<tr>
<td>(4) Transitional Subsistence Allowances</td>
<td>6,100,000</td>
<td>100%</td>
</tr>
<tr>
<td>(5) Transportation Services</td>
<td>1,250,000</td>
<td>100%</td>
</tr>
<tr>
<td>(6) Operating Costs</td>
<td>620,000</td>
<td>100%</td>
</tr>
<tr>
<td>(7) Refund of Project Preparation Advance</td>
<td>2,500,000</td>
<td>Amount payable pursuant to Section 2.07 of the General Conditions</td>
</tr>
<tr>
<td>(8) Unallocated</td>
<td>300,000</td>
<td>100%</td>
</tr>
<tr>
<td><strong>TOTAL AMOUNT</strong></td>
<td><strong>31,300,000</strong></td>
<td></td>
</tr>
</tbody>
</table>

3. For purposes of this Schedule:

(a) The term “Operating Costs” means the incremental expenses incurred by the Project Team on account of Project implementation, management and monitoring, including office space rental and utilities, small works, office space security, security for Project records, office supplies including computer supplies, bank charges, communications, vehicle operation, maintenance and insurance, building insurance, building and equipment maintenance costs, travel and supervision costs and salaries of staff of the Project Team each to be satisfactory to the Association and as shown in Appendix 2, but excluding salaries of officials of the Recipient’s civil service.

B. Withdrawal Conditions; Withdrawal Period

1. Notwithstanding the provisions of Part A of this Section, no withdrawal shall be made for payments made prior to the date of this Agreement, except that
withdrawals up to an aggregate amount not to exceed $2,200,000 equivalent may be made for payments made prior to this date but on or after February 1, 2008, for Eligible Expenditures.

2. The Closing Date is June 30, 2010.

Section V. **Other Undertakings**

1. No later than three months after the Date of Effectiveness, the Recipient shall have entered into a contract satisfactory to the Association for the provision of care, family reunification and reintegration of about 8,000 children from the Armed Forces and Armed Groups.

2. No later than three months after the Date of Effectiveness, a program for female Ex-Combatants, satisfactory to the Association, shall have become effective.
APPENDIX 1

Section I. Definitions

1. “Adekor” means Association Développement du Kasaï Oriental, a not for profit corporation operating in the Recipient’s territories.


3. “BIO ID” means a corporation established in Kinshasa for the purposes of providing secure identification to Ex-Combatants.


5. “CARITAS” means Caritas Développement Congo, a non-profit corporation operating in the Recipient’s territories.

6. “Category” means a category set forth in the table in Section IV of Schedule 2 to this Agreement.

7. “Cell Pay” means a corporation established in Kinshasa for the purposes of providing cell phone services.

8. “Co-financier” means the African Development Bank, referred to in paragraph 10 of the Appendix to the General Conditions.

9. “Co-financing” means an amount of twenty two million US dollars ($22,000,000), to be provided by the Co-financier to assist in financing the Project.

10. “Co-financing Agreement” means the agreement entered into between the Recipient and the Co-financier providing for the Co-financing.

12. “EIA” means the Environmental Impact Assessment, satisfactory to the Association which must be prepared and disclosed to the public before any civil works financed under the Project are carried out.


14. “FMA” means the independent Fiduciary Management Agency with qualification satisfactory to the Association, recruited to carry out the financial management and procurement functions of the Project and to serve as a signatory on the Recipient’s requests to withdraw proceeds of the Financing.

15. “FMA Contract” means the agreement satisfactory to the Association to be entered into between the Recipient and the FMA.


17. “GTZ” means Deutsche Gessellschaft fur Technische Zusammenarbeit.


19. “Implementation Agreements” means the contracts satisfactory to the Association to be entered into between the Recipient and the Strategic Partners entities listed in Schedule 2 I. 2. (f) of this Agreement.

20. “INPP” means Institut National de Préparation Professionnelle.


22. “Original Financing Agreement” means the development grant agreement for an Emergency Demobilization and Reintegration Project between the Recipient and the Association, dated June 10, 2004 as amended to the date of this Agreement (Grant No H089).

23. “Original Project” means the Project described in the Original Financing Agreement.

25. “Procurement Plan” means the Recipient’s procurement plan for the Project, dated March 2008 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.

26. “Project Manuals” means, collectively, the PIM and the MFAP.

27. “Project Preparation Advance” means the advance referred to in Section 2.07 of the General Conditions, granted by the Association to the Recipient pursuant to the letter agreement dated April 15, 2008.

28. “Project Team” means the team recruited by the Recipient with functions and staffing satisfactory to the Association, established within UEPN to act as the Project’s implementing team, as set forth in this Agreement, including its appendix 2.

29. “Project Team Arrêté” means the Ministry of Defense Arrêté Ministerial, to be adopted by the Recipient pursuant Section 5.01 (g) of this Agreement.

30. “SMI” means Structure Militaire d’Intégration, the entity responsible for the planning and implementation of the strategy for army reform.

31. “Strategic Partners” means implementing partners listed in Schedule 2 I. 2. (f) to this Agreement who have established existing institutional capacity in country (operationally, programmatic, financial and structural) to provide specialized services without delay and with the need for minimum supervision.

32. “Transportation Services” means the limited provision of transportation assistance to Ex-Combatants and their families, children from the fighting forces and handicapped and chronically ill who may qualify for special transportation assistance.


APPENDIX 2 – PROJECT TEAM STAFF

The Project Team is composed of the following staff, eligible to be financed under the Project as “Operating Costs”:

<table>
<thead>
<tr>
<th>Staffing - Kinshasa</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project Administrator</td>
<td>1</td>
</tr>
<tr>
<td>Reintegration Manager</td>
<td>1</td>
</tr>
<tr>
<td>Operations Advisor</td>
<td>1</td>
</tr>
<tr>
<td>Monitoring and Evaluations Advisor</td>
<td>1</td>
</tr>
<tr>
<td>Planning Specialist</td>
<td>1</td>
</tr>
<tr>
<td>Monitoring and Evaluation Technical Specialists</td>
<td>4</td>
</tr>
<tr>
<td>Vulnerable Groups Technical Specialist</td>
<td>1</td>
</tr>
<tr>
<td>MIS Specialist</td>
<td>1</td>
</tr>
<tr>
<td>Database Specialist</td>
<td>1</td>
</tr>
<tr>
<td>Human Resources/Administration/Logistics Specialists</td>
<td>2</td>
</tr>
<tr>
<td>Secretary/Receptionist</td>
<td>4</td>
</tr>
<tr>
<td>Database Assistant</td>
<td>1</td>
</tr>
<tr>
<td>Drivers</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total Kinshasa</strong></td>
<td><strong>21</strong></td>
</tr>
</tbody>
</table>

Consultants are not permanent staff of the Project Team and will be recruited on a short-term basis based on the needs of the project. Field officers at the provincial level (not exceeding 16) will be recruited based on the number of ex combatants in that region to be registered and referred to projects and will be provided with short-term consultant contracts.