Health Professionals Education and Training Project Single Donor Trust Fund
Grant Agreement

(Health Professionals Education and Training for Health System Reforms Project)

between

SOCIALIST REPUBLIC OF VIETNAM

and

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT / INTERNATIONAL DEVELOPMENT ASSOCIATION

acting as administrator of the Health Professionals Education and Training Project Single Donor Trust Fund

Dated March 28, 2017
WHEREAS (A) The International Development Association (IDA) and the Socialist Republic of Vietnam have entered into an agreement dated July 17, 2014 on the Health Professionals Education and Training for Health System Reforms Project for which the IDA's credit number 54410-VN in an amount equivalent to sixty eight million six hundred thousand Special Drawing Rights (SDR 68,600,000) is provided by IDA to the Socialist Republic of Vietnam; and

(B) In order to assist in providing cofinancing to support the implementation of Part 3(a) of the Health Professionals Education and Training for Health System Reforms Project, which Part 3(a) includes the improvement of the competencies of the primary health care teams at the grassroots level, the Socialist Republic of Vietnam has requested the International Bank for Reconstruction and Development (IBRD) and the IDA (collectively, the "Bank") to provide a grant to the Recipient from the Health Professionals Education and Training Project Single Donor Trust Fund.

AGREEMENT dated March 28, 2017, entered into between:

SOCIALIST REPUBLIC OF VIETNAM ("Recipient"); and INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT/INTERNATIONAL DEVELOPMENT ASSOCIATION ("World Bank"), acting as administrator of the Health Professionals Education and Training Project Single-Donor Trust Fund.

The Recipient and the World Bank hereby agree as follows:

Article I
Standard Conditions; Definitions


1.02. Unless the context requires otherwise, the capitalized terms used in this Agreement have the meanings ascribed to them in the Standard Conditions or in this Agreement.
WHEREAS (A) The International Development Association (IDA) and the Socialist Republic of Vietnam have entered into an agreement dated July 17, 2014 on the Health Professionals Education and Training for Health System Reforms Project for which the IDA’s credit number 54410-VN in an amount equivalent to sixty eight million six hundred thousand Special Drawing Rights (SDR 68,600,000) is provided by IDA to the Socialist Republic of Vietnam; and

(B) In order to assist in providing cofinancing to support the implementation of Part 3(a) of the Health Professionals Education and Training for Health System Reforms Project, which Part 3(a) includes the improvement of the competencies of the primary health care teams at the grassroots level, the Socialist Republic of Vietnam has requested the International Bank for Reconstruction and Development (IBRD) and the IDA (collectively, the “Bank”) to provide a grant to the Recipient from the Health Professionals Education and Training Project Single Donor Trust Fund.

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Article I

Standard Conditions; Definitions


1.02. Unless the context requires otherwise, the capitalized terms used in this Agreement have the meanings ascribed to them in the Standard Conditions or in this Agreement.
Article II  
The Project

2.01. The Recipient declares its commitment to the objectives of the project described in Schedule 1 to this Agreement ("Project"). To this end, the Recipient shall carry out the Project through its Ministry of Health ("MOH") in accordance with the provisions of Article II of the Standard Conditions.

2.02. Without limitation upon the provisions of Section 2.01 of this Agreement, and except as the Recipient and the World Bank 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 III  
The Grant

3.01. The World Bank agrees to extend to the Recipient, on the terms and conditions set forth or referred to in this Agreement, a grant in an amount equal to seven million four hundred twenty eight thousand five hundred euros (EUR 7,428,500) ("Grant") to assist in financing the Project.

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

3.03. The Grant is funded out of the abovementioned trust fund for which the World Bank receives periodic contributions from the donor to the trust fund. In accordance with Section 3.02 of the Standard Conditions, the World Bank's payment obligations in connection with this Agreement are limited to the amount of funds made available to it by the donor under the abovementioned trust fund, and the Recipient's right to withdraw the Grant proceeds is subject to the availability of such funds.

Article IV  
Recipient's Representative; Addresses

4.01. The Recipient’s Representative referred to in Section 7.02 of the Standard Conditions is the Governor, or a Deputy Governor, of State Bank of Vietnam.
4.02. The Recipient’s Address referred to in Section 7.01 of the Standard Conditions is:

State Bank of Vietnam
49 Ly Thai To
Hanoi, Vietnam

Telex: 412248  Facsimile: (84-4) 3825 0612

4.03. The World Bank’s Address referred to in Section 7.01 of the Standard Conditions is:

International Bank for Reconstruction and Development/International Development Association
1818 H Street, N.W.
Washington, D.C. 20433
United States of America

Telex: 248423 (MCI) or 64145 (MCI)  Facsimile: 1-202-477-6391
AGREED at Hanoi, Socialist Republic of Vietnam, as of the day and year first above written.

SOCIALIST REPUBLIC OF VIETNAM

By

[Signature: Nguyen Thi Hong]

Authorized Representative

Name: Nguyen Thi Hong

Title: Deputy Governor of the State Bank of Vietnam

INTERNATIONAL BANK FOR
RECONSTRUCTION AND DEVELOPMENT/
INTERNATIONAL DEVELOPMENT
ASSOCIATION
acting as administrator of the Health Professionals Education Project Single Donor Trust Fund

By

[Signature: [Name: [Signature: Ousmane Diane]]

Authorized Representative

Name: Ousmane Diane

Title: Country Director
SCHEDULE 1
Project Description

The objective of the Project is to improve the competencies of the Recipient's primary health care teams at the grassroots level in Selected Province.

The Project consists of the following parts:


Part 2: Provision of technical assistance for reviewing the available standardized competency-based curriculum for training programs, including for specialist physician (CK1) level training of family medicine, certificate level physician training and assistant physician training to become physicians.


Part 4: Provision of technical assistance for the training evaluation and performance monitoring of the primary health care team to be carried out by, *inter alia*, independent evaluators.
SCHEDULE 2

Project Execution

Section I. Institutional and Other Arrangements

A. Institutional and Implementation Arrangements

1. The Recipient shall maintain within MOH and throughout the implementation of the Project, a Central Project Management Unit ("CPMU") under the direction of qualified management, provided with sufficient resources and staffed with competent personnel in adequate numbers, with qualifications, experience and under terms of reference acceptable to the World Bank. The CPMU will be responsible for the overall management and coordination of the Project, and monitoring and evaluation of Project achievements and impacts.

2. Prior to commencing the activities under Part 1 of the Project, the Recipient shall cause the CPMU and each of the Beneficiaries to: (a) enter into one or more Memorandum of Understanding(s) ("MOUs") in form and substance satisfactory to the World Bank for the purpose of implementing the respective activities of the Project; (b) carry out the Project in accordance with the provisions of said MOUs; and (c) not amend, revise or waive, nor allow to be amended, revised or waived, the provisions of said MOUs or any part thereof, without the prior written agreement of the Association.

3. The Recipient shall: (a) ensure that the Project is carried out in accordance with the guidelines and procedures set out in the Project Operations Manual (provided, however, that in the case of any conflict between the guidelines and procedures set out in the said manual and the provisions of this Agreement, the provisions of this Agreement shall prevail) and, (b) except as the World Bank shall otherwise agree, shall not amend, abrogate or waive, or cause MOH to amend, abrogate or waive, the Project Operations Manual or any of its provisions.

B. Anti-Corruption

The Recipient shall ensure that the Project is carried out in accordance with the provisions of the "Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants", dated October 15, 2006 and revised in January 2011 ("Anti-Corruption Guidelines").

C. Donor Visibility and Visit

1. The Recipient shall take or cause to be taken all such measures as the World Bank may reasonably request to identify publicly the Donor’s support for the Project.
2. For the purposes of Section 2.09 of the Standard Conditions, the Recipient shall, upon the World Bank's request, take all measures required on its part to enable the representatives of the Donor(s) to visit any part of the Recipient's territory for purposes related to the Project.

D. Safeguards

1. The Recipient shall: (a) implement the Project in accordance with the guidelines, requirements and procedures set forth in the Environmental and Social Management Framework ("ESMF") in a manner acceptable to the World Bank; and (b) cause contractors carrying out activities under the Project to implement such activities in accordance with the guidelines, requirements and procedures set forth in the ESMF in a manner acceptable to the World Bank.

2. The Recipient shall implement the Ethnic Minorities Development Plan in a manner acceptable to the World Bank.

3. The Recipient shall:

(a) not amend, revise or waive, nor cause to be amended, revised or waived any of the Safeguard Instruments or any provisions thereof, without the prior written agreement of the World Bank; and

(b) maintain policies and procedures adequate to enable it to monitor and evaluate, in accordance with guidelines acceptable to the World Bank, the implementation of the Safeguard Instruments.

4. In case of any inconsistency between the provisions of any of the Safeguard Instruments and this Agreement, the provisions of this Agreement shall prevail.

5. Without limitation to the provisions of paragraph 1 of Section II.B of this Schedule, the Recipient shall take all measures necessary on its part to regularly collect, compile and submit to the World Bank, as part of the Project Reports, information on the status of compliance with the Safeguards Instruments, giving details of:

(a) measures taken in furtherance of the Safeguards Instruments;

(b) conditions, if any, which interfere or threaten to interfere with the smooth implementation of the Safeguards Instruments; and

(c) remedial measures taken or required to be taken to address such conditions.
Section II. Project Monitoring, Reporting and Evaluation

A. Documents; Records

In addition and without limitation to the obligations set forth in Section 2.05 of the Standard Conditions, the Recipient shall ensure that:

(a) all records evidencing expenditures under the Project are retained for seven years and six months after the Closing Date, such records to include: (i) this Agreement, all addenda thereof, and any amendments thereto; (ii) the Recipient’s financial and narrative progress reports submitted to the World Bank; (iii) the Recipient’s financial information related to the Grant, including audit reports, invoices and payroll records; (iv) the Recipient’s implementation documentation (including sub-agreements, procurement files, contracts, purchase orders); and (v) the corresponding supporting evidence referred to in Section 3.04 of the Standard Conditions; and

(b) the representatives of the World Bank are: (i) able to examine all records referred to above in paragraph (a); (ii) provided all such information concerning such records as they may from time to time reasonably request; and (iii) able to disclose such records and information to the Donor(s).

B. Project Reports; Completion Report

1. The Recipient shall monitor and evaluate the progress of the Project and prepare Project Reports in accordance with the provisions of Section 2.06 of the Standard Conditions and on the basis of the indicators set forth in the Project Operations Manual and acceptable to the World Bank. Each Project Report shall cover the period of one calendar semester, and shall be furnished to the World Bank not later than forty-five (45) days after the end of the period covered by such report.

2. The Recipient shall prepare the Completion Report in accordance with the provisions of Section 2.06 of the Standard Conditions. The Completion Report shall be furnished to the World Bank not later than six months after the Closing Date.

C. Financial Management; Financial Reports; Audits

1. The Recipient shall ensure that a financial management system is maintained in accordance with the provisions of Section 2.07 of the Standard Conditions.

2. The Recipient shall ensure that interim unaudited financial reports for the Project are prepared and furnished to the World Bank as part of the Project Report not later
than forty-five (45) days after the end of each calendar semester, covering the semester, in form and substance satisfactory to the World Bank.

3. The Recipient shall have its Financial Statements for the Project audited in accordance with the provisions of Section 2.07 (b) of the Standard Conditions. Each such 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 World Bank not later than six months after the end of such period.

Section III. Procurement

A. General

1. Procurement and Consultant Guidelines. All goods, works, non-consulting services and consultants’ services required for the Project and to be financed out of the proceeds of the Grant shall be procured in accordance with the requirements set forth or referred to in:


(b) the provisions of this Section III, as the same shall be elaborated in the procurement plan prepared and updated from time to time by the Recipient for the Project in accordance with paragraph 1.18 of the Procurement Guidelines and paragraph 1.25 of the Consultant Guidelines (“Procurement Plan”).

2. Definitions. The capitalized terms used below in this Section to describe particular procurement methods or methods of review by the World Bank of particular contracts, refer to the corresponding method described in Sections II and III of the Procurement Guidelines, or Sections II, III, IV and V of the Consultant Guidelines, as the case may be.

B. Particular Methods of Procurement of Goods, Works and Non-consulting Services
1. **International Competitive Bidding.** Except as otherwise provided in paragraph 2 below, goods, works and non-consulting services shall be procured under contracts awarded on the basis of International Competitive Bidding.

2. **Other Methods of Procurement of Goods, Works and Non-consulting Services.** The following methods, other than International Competitive Bidding, may be used for procurement of goods, works and non-consulting services for those contracts specified in the Procurement Plan: (a) National Competitive Bidding, subject to the additional provisions set forth in the Attachment to this Schedule; (b) Shopping; and (c) Direct Contracting.

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, other than Quality- and Cost-based Selection, may be used for procurement of consultants’ services for those assignments which are specified in the Procurement Plan: (a) Quality-based Selection; (b) Least Cost Selection; (c) Selection based on Consultants’ Qualifications; (d) Single-source Selection of consulting firms; (e) Selection of Individual Consultants; and (f) Single-source procedures for the Selection of Individual Consultants.

D. **Review by the World Bank of Procurement Decisions**

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

E. **Document Retention**

Notwithstanding the provisions of paragraphs 2(j) and 5 of Appendix 1 to the Procurement Guidelines, and paragraphs 2(k) and 5 of Appendix 1 to the Consultant Guidelines, the Recipient: (i) shall retain all documentation with respect to each contract as described in said paragraphs for at least seven years and six months after the Closing Date set forth in Section IV.B.2 of this Schedule; (ii) shall furnish such documentation to the World Bank at any time upon request; and (iii) hereby authorizes the World Bank to disclose such documentation to the Donor(s).
Section IV. Withdrawal of Grant Proceeds

A. General

1. The Recipient may withdraw the proceeds of the Grant in accordance with the provisions of: (a) Article III of the Standard Conditions; (b) this Section; and (c) such additional instructions as the World Bank may 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 World Bank and as made applicable to this Agreement pursuant to such instructions), to finance 100% of Eligible Expenditures consisting of goods, works, services, Incremental Operating Costs, Training and Workshops, and Output-Based Payments in accordance to the MOUs entered into under Part 1 of the Project, inclusive of Taxes.

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.

2. Notwithstanding the provision of paragraph 1 above, the Recipient shall ensure that:

   (a) the amounts requested for withdrawal for Output-Based Payments at any point in time shall be determined and calculated using the Unit Cost to be paid for the training provided and any other activity under Part 1 of the Project, each of which Unit Cost shall be:

      (i) calculated on the basis of a methodology acceptable to the World Bank and set forth in the Project Operations Manual and designed to ensure that the Unit Cost: (A) does not exceed the reasonable cost of the training provided and any other activity under Part 1 of the Project; and (B) excludes any amount of the cost of the training which is to be financed from another source of financing; and

      (ii) reviewed and adjusted from time to time, in a manner and at a level acceptable to the World bank, as necessary to ensure that it continues to comply with the criteria set forth in sub-paragraph (i) of this section; and

   (b) the training provided and any other activity under Part 1 of the Project is verified, in accordance with the terms of reference and in a manner acceptable to the World Bank and elaborated in the Project Operations Manual, by an independent expert whose terms of reference, qualifications and experience shall be satisfactory to the World Bank; and
(c) a verification report of said independent expert, in form and substance satisfactory to the World Bank and elaborated in the Project Operations Manual, is furnished to the World Bank upon any request for withdrawal for Output-Based Payments.

3. The Closing Date is November 30, 2018.
ATTACHMENT TO SCHEDULE 2
National Competitive Bidding Procedures

The procedures to be followed for the procurement of goods, non-consulting services, and works under contracts awarded on the basis of National Competitive Bidding shall be those set forth in: (a) Article 20 on Open Bidding of the Recipient’s Law on Procurement No. 43/2013/QH13 dated November 26, 2013 and related provisions necessary to effect the same; and (b) the Recipient’s Decree No. 63/2014/ND-CP Guiding Implementation of the Law on the Procurement dated June 26, 2014 (collectively, “National Procurement Laws”), subject to the provisions of Section I and Paragraphs 3.3 and 3.4 of the “Guidelines for Procurement of Goods, Works, and Non-Consulting Services under IBRD Loans and IDA Credits & Grants by World Bank Borrowers” dated January 2011 and revised July 2014 (“the Procurement Guidelines”) and the following provisions:

Conflict of Interest

1. A bidder shall not have a conflict of interest. Any bidder found to have a conflict of interest shall be ineligible for award of a contract. The provisions on conflict of interest as stated under Section I of the Procurement Guidelines shall apply.

Eligibility

2. The eligibility of bidders shall be as defined under Section I of the Procurement Guidelines; accordingly, no bidder or potential bidder shall be declared ineligible for contracts financed by the Association for reasons other than those provided in Section I of the Guidelines. Foreign bidders shall be eligible to participate in bidding under the same conditions as national bidders. In particular, no domestic preference over foreign bidders shall be granted to national bidders in bid evaluation, nor shall foreign bidders be asked or required to form joint ventures with or be subcontractors to national bidders in order to submit a bid.

3. Government-owned enterprises or institutions of the Recipient’s country are eligible to bid in the Recipient’s country only if they can establish that they: (i) are legally and financially autonomous, (ii) operate under commercial law, and (iii) are not dependent agencies of the Recipient or Sub-Recipient.

Time for Bid Preparation

4. The time allowed for the preparation and submission of bids for large and/or complex packages shall not be less than thirty (30) days from the date of the invitation to bid or the date of availability of the bidding documents, whichever is later.

Standard Bidding Documents

5. The standard bidding documents acceptable to the Association shall be used.
Bid Opening and Bid Evaluation

6. Bids shall be opened in public, immediately after the deadline for submission of bids, regardless of the number of bids received.

7. Evaluation of bids shall be made in strict adherence to the criteria that shall be clearly specified in the bidding documents and quantified in monetary terms for evaluation criteria other than price; merit points shall not be used in bid evaluation. No bid shall be eliminated from detailed evaluation on the basis of minor, non-substantive deviations. The evaluation of bidder’s qualifications shall be conducted separately subsequent to the technical and commercial evaluation of the bid.

8. A contract shall be awarded, within the period of the validity of bids, to the bidder who meets the appropriate standards of capability and resources and whose bid has been determined (i) to be substantially responsive to the bidding documents and (ii) to offer the lowest evaluated cost. A bidder shall neither be required nor permitted, as a condition for award, to undertake obligations not specified in the bidding documents or otherwise to modify the bid as originally submitted.

9. No bid shall be rejected on the basis of a comparison with the employer’s estimate and budget ceiling without the Association’s prior written agreement.

Rejection of All Bids and Re-bidding

10. Rejection of all bids is justified when there is lack of effective competition, or all bids are not substantially responsive, or no bidder meets the specified qualification criteria, or the bid price of the lowest evaluated winning bid is substantially higher than the Recipient’s updated estimated cost or available budget. All bids shall not be rejected or new bids solicited without the Association’s prior written agreement.

Complaints by Bidders and Handling of Complaints

11. The Recipient shall implement an effective and independent protest mechanism, acceptable to the Association, allowing bidders to protest and have their protests handled in a timely manner.
APPENDIX
Definitions

1. "Beneficiary" means a health professionals education and training institution that satisfies the requirements set out in the Project Operations Manual to carry out activities under Part 1 of the Project.

2. "Central Project Management Unit" or "CPMU" means the unit established by the Ministry of Health through its Decision Number 932/QD-BYT dated March 18, 2014, which is responsible for the implementation of the Project, and referred to in paragraph 1 of Section I.A of Schedule 2 to this Agreement, as such unit may be reconstituted from time to time with the prior written agreement of the World Bank.

3. "Environmental and Social Management Framework" or "ESMF" means the framework, acceptable to the World Bank, adopted by the Ministry of Health through its Decision Number 321/QD-BYT dated January 23, 2014 and referred to in paragraph 1 of Section I.D of Schedule 2 to this Agreement, which sets forth the environmental protection measures in respect of the Project, including administrative and monitoring arrangements to ensure the implementation of said framework, as said ESMF may be revised from time to time with the prior written agreement of the World Bank, and such term includes any annexes or schedules to such framework.

4. "Ethnic Minorities Development Plan" means the plan, acceptable to the World Bank, adopted by the Ministry of Health through its Decision Number 321/QD-BYT dated January 23, 2014, and referred to in paragraph 2 of Section I.D of Schedule 2 to this Agreement, which sets forth measures designed to ensure that ethnic minority communities affected by the Project receive culturally appropriate social and economic benefits, and if any potential adverse effects on such communities are identified, measures to ensure their effects are avoided, minimized, mitigated, or compensated for, as said plan may be revised from time to time with the prior written agreement of the World Bank, and such term includes any annexes or schedules to such plan.

5. "Health Professionals Education and Training for Health System Reforms Project" means the project described in Schedule 1 of this Agreement that is being financed by the World Bank, as administrator of grant funds provided by the Donor under the Health Professionals Education and Training Project Single Donor Trust Fund.

"Incremental Operating Costs" means the reasonable cost of incremental eligible expenditures incurred by the Recipient in the implementation of the Project, which expenditures would not have been incurred absent the Project, including the costs of consumables, operation, maintenance, and/or rental of equipment and vehicles; communication costs; information and communication campaigns, including media costs; transportation costs; and per diem for Project staff including contracted staff and other participants for purposes of Project implementation, management, and supervision; and wages of contracted staff; but in all cases excluding salaries, salary allowances, and salary supplements of the Recipient’s civil servants ("công chức", "viên chức").

"Memorandum of Understanding(s)" or "MOUs" means the memorandum of understanding(s) to be entered into between the CPMU and each of the respective selected institution or hospitals, for the purpose of implementation of Part 1 of the Project.

"Ministry of Health" or "MOH" means the Recipient’s Ministry of Health, or any successor thereto.

"Output-Based Payments" means the reasonable costs for the training provided under Part 1 of the Project, as such costs shall be determined/calculated on the basis of the Unit Cost.

"Procurement Plan" means the Recipient’s procurement plan for the Project, dated March 13, 2014 and referred to in paragraph 1.18 of the Procurement Guidelines and paragraph 1.25 of the Consultant Guidelines, as the same shall be updated from time to time in accordance with the provisions of said paragraphs.

"Project Operations Manual" means the Recipient’s manual, dated October 19, 2015 and referred to in paragraph 3 of Section L.A of Schedule 2 to this Agreement, which sets forth guidelines, policies and procedures for the implementation of the Project, including: (a) technical components; (b) monitoring and evaluation arrangements; (c) environmental and social safeguards compliance; (d) policies, procedures and requirements under the Project in regard to financial management, flow of funds, definition of roles and responsibilities, internal control and reconciliation, record keeping, reporting and auditing; (e) guidelines and procedures for procurement consistent with the provisions of Section III of Schedule 2 to this Agreement, as well as the allocation of roles and responsibilities for procurement review and approval; (f) guidelines and procedures for selection of institutions to carry out activities under Part 1 of the Project; (g) templates for the MOUs for Part 1 of the Project; (h) performance indicators; and (i) modalities for the Output-Based Payments, including the methodology for calculating and updating the Unit Cost to be paid for the training provided and verification arrangements, as the same may be amended from time to time with the prior written
agreement of the World Bank, and such term includes any annexes or schedules or amendments to such manual.


15. "Training and Workshops" means the reasonable costs of expenditure incurred by the Recipient in facilitating, conducting, and/or undertaking domestic and overseas training and workshop activities under the Project, including: costs of training or workshop materials; equipment and venue rental; and per diem, accommodation, and transportation for those attending the training or workshop, honoraria for trainers (including Recipient's civil servants ("công chức", "viên chức"); but excluding salary and salary supplements of the Recipient's civil servants ("công chức", "viên chức").

16. "Unit Cost" means the cost to be determined for the training provided under Part 1 of the Project in accordance with the provisions of paragraph 2 of Section IV.B of Schedule 2 to this Agreement, which unit cost represents the average cost per individual participant of said training or activities.