Global Partnership for Education Fund
Grant Agreement

(Equity and Quality for Improved Learning Project)

between

REPUBLIC OF CAMEROON

and

INTERNATIONAL BANK FOR RECONSTRUCTION
AND DEVELOPMENT

acting as Trustee of the Global Partnership for the Education Fund

Dated 1 MARS 2014, 2014
GLOBAL PARTNERSHIP FOR EDUCATION FUND
GRANT AGREEMENT

AGREEMENT dated 11 MARS 2014, 2014, entered into between:

REPUBLIC OF CAMEROON ("Recipient"); and

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT ("World Bank"), acting as Trustee of the Global Partnership for Education Fund.

The Recipient and the World Bank hereby agree as follows:

Article I
Standard Conditions; Definitions

1.01. The Standard 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 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 MINEDUB 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 fifty-three million three hundred thousand United States Dollars ($53,300,000) ("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 donors 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 donors 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

Additional Remedies

4.01. The Additional Event of Suspension referred to in Section 4.02 (k) of the Standard Conditions consists of the following, namely that the World Bank has determined after the Effective Date that prior to such date but after the date of this Agreement, an event has occurred which would have entitled the World Bank to suspend the Recipient's right to make withdrawals from the Grant Account if this Agreement had been effective on the date such event occurred.

Article V

Effectiveness; Termination

5.01. This Agreement shall not become effective until evidence satisfactory to the World Bank has been furnished to the World Bank that the conditions specified below have been satisfied.

(a) The execution and delivery of this Agreement on behalf of the Recipient have been duly authorized or ratified by all necessary governmental action.

(b) The Recipient has established the Project Steering Committee in accordance with the provisions of Section I.A.1(a) of Schedule 2 to this Agreement.

(c) The Recipient has established the Project Secretariat in accordance with the provisions of Section I.A.2(a) of Schedule 2 to this Agreement.

(d) The Recipient has nominated a project coordinator to the Project Secretariat in accordance with the provisions of Section I.A.2(b) of Schedule 2 to this Agreement.

(e) The Recipient has adopted the Project Implementation Manual in accordance with the provisions of Section I.C.2 of Schedule 2 to this Agreement.

(f) The Recipient has set up, within the Project Secretariat, a comprehensive record keeping system satisfactory to the World Bank in accordance with Section III.E of Schedule 2 to this Agreement.

(g) The Recipient has included the first four months of the First Cadre’s salary allocation in its FY2014 budget in accordance with Section V.A.2(a) of Schedule 2 to this Agreement.
5.02. As part of the evidence to be furnished pursuant to Section 5.01 (a), there shall be furnished to the World Bank an opinion or opinions satisfactory to the World Bank of counsel acceptable to the World Bank or, if the World Bank so requests, a certificate satisfactory to the World Bank of a competent official of the Recipient, showing, on behalf of the Recipient, that this Agreement has been duly authorized or ratified by, and executed and delivered on its behalf and is legally binding upon it in accordance with its terms.

5.03. Except as the Recipient and the World Bank shall otherwise agree, this Agreement shall enter into effect on the date upon which the World Bank dispatches to the Recipient notice of its acceptance of the evidence required pursuant to Section 5.01 ("Effective Date"). If, before the Effective Date, any event has occurred which would have entitled the World Bank to suspend the right of the Recipient to make withdrawals from the Grant Account if this Agreement had been effective, the World Bank may postpone the dispatch of the notice referred to in this Section until such event (or events) has (or have) ceased to exist.

5.04. This Agreement and all obligations of the parties under it shall terminate if it has not entered into effect by the date 90 days after the date of this Agreement, unless the World Bank, after consideration of the reasons for the delay, establishes a later date for the purpose of this Section. The World Bank shall promptly notify the Recipient of such later date.

Article VI

Recipient's Representative; Addresses

6.01. The Recipient's Representative referred to in Section 7.02 of the Standard Conditions is its Minister of Economy, Planning and Regional Development.

6.02. The Recipient's Address referred to in Section 7.01 of the Standard Conditions is:

Ministry of Economy, Planning and Regional Development
Yaoundé
Republic of Cameroon

Facsimile:

(237) 22 22 15 09
6.03. The World Bank’s Address referred to in Section 7.01 of the Standard Conditions is:

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

Cable: Telex: Facsimile:
INTBAFRAD 248423 1-202-477-6391
Washington, D.C.

AGREED at Yaoundé, Republic of Cameroon, as of the day, month and year first above written.

REPUBLIC OF CAMEROON

By

Authorized Representative
Name: Emmanuel Nganou D. 
Title: 

INTERNATIONAL BANK FOR
RECONSTRUCTION AND DEVELOPMENT
Acting as Trustee of the Global Partnership for Education for

By

Authorized Representative
Name: Gregor H. Binkert
Title: Country Director
SCHEDULE 1

Project Description

The objective of the Project is to improve the equity and quality of primary education service delivery in the Recipient’s territory with an emphasis on disadvantaged areas.

The Project consists of the following parts:

Part 1: Improving Equity and Quality in Primary Education Service Delivery

(a) Increase of the availability of teachers in the Recipient’s public schools through performance-linked support to the Recipient’s Contract Teacher Program, including: (i) progressive conversion of Maitres Des Parents to Contract Teachers; and (ii) recruitment of graduates from the local ENIEG to the Contract Teacher Program;

(b) (i) Provision of quality, low-cost and durable teaching and learning materials for a cohort of students for the duration of their first through third grades in the Recipient’s public schools; and (ii) carrying out of a program of proper-and-intended use awareness campaigns for said teaching and learning materials;

(c) (i) Preparation of a national training program at the ENIEG and continued professional development program for teachers and school inspectors; and (ii) provision of training in the use of materials provided in Part 1.(b)(i) above to relevant teachers;

(d) Carrying out of a program of gender-in-education sensitization campaign and life skills advocacy;

(e) Preparation of a national primary education assessment framework, including early grade reading and mathematics assessments tools for measuring the learning outcomes of first to third grade students; and

(f) Carrying out a program of activities to maintain and strengthen external controls in relation to, including carrying out of third-party verification of, the activities referred to in this Part 1 of the Project.

Part 2: Building Institutional Capacity for Improved Education Service Delivery

(a) Provision of support to the geo-mapping of all early childhood development centers and all primary and secondary schools in the Recipient’s territory and preparation of the architecture for the unification of the Recipient’s education management information system, including linking of the report cards for said schools;

(b) Carrying out of key studies on education and training for the purpose of addressing the Recipient’s human capital needs; and
(c) Implementation of a program of activities to develop the institutional capacity of MINEDUB and the Project Secretariat in the coordination, management and monitoring of the Project, including preparation of financial audits and periodic evaluations.
SCHEDULE 2

Project Execution

Section I. Institutional and Other Arrangements

A. Implementation Arrangements

1. Project Steering Committee

(a) The Recipient shall establish and maintain, at all times during the implementation of the Project, a project steering committee with a mandate, composition and resources satisfactory to the World Bank ("Project Steering Committee").

(b) Without limitation upon the provisions of paragraph (a) of Section I.A.1 of this Schedule 2, the Project Steering Committee shall be chaired by the minister responsible for basic education or his or her representative and shall be comprised of, inter alia, the Recipient’s ministers, or their representatives, responsible for secondary education, higher education, finance, employment and professional training, economy and planning, and public contracts and a representative of the Recipient’s unit responsible for automatic amortization.

(c) The Project Steering Committee shall meet at least twice annually and shall be responsible for Project oversight, including, inter alia: (i) reviewing the proposed Annual Work Plans and Budgets for the Project, reviewing the draft annual implementation and audit reports, as well as the Procurement Plan prepared by the Project Secretariat; (ii) overseeing overall implementation and performance of the Project and providing policy guidance; and (iii) identifying necessary Project adjustments based on monitoring and evaluation results.

2. Project Secretariat

(a) The Recipient shall establish and maintain within, MINEDUB, at all times during Project implementation, a Project secretariat, with composition, terms of reference and resources satisfactory to the World Bank ("Project Secretariat").

(b) Without limitation upon the provisions of Paragraph (a) of Section I.A.2 of this Schedule 2, the Project Secretariat shall at all times: (i) be comprised of qualified and experienced personnel in adequate numbers, and to this end, the Recipient shall nominate a project coordinator and recruit, in accordance with the provisions of Section III of this Schedule 2: (A) no later than one (1) month after the Effective Date, a procurement specialist; and (B) no later than three (3) months after the Effective Date, a financial management officer and an accountant; all with qualifications, experience, and terms of reference acceptable to the World Bank; and (ii) be responsible for day-to-day Project coordination and implementation, including, inter alia: (A) preparing proposed annual work plans of activities for inclusion in the Project, and updating the procurement plan
and related budgets and consolidating Project Reports for the Project Steering Committee’s review; (B) carrying out all Project financial management and procurement activities; and (C) monitoring and evaluating the Project.

B. Anti-Corruption

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

C. Project Implementation Manual

1. The Recipient shall prepare, in accordance with terms of reference acceptable to the World Bank, a Project implementation manual, containing detailed arrangements and procedures for: (a) institutional coordination and day-to-day execution of the Project; (b) Project budgeting, disbursement and financial management; (c) procurement; (d) monitoring, evaluation, reporting and communication; and (e) such other administrative, financial, technical and organizational arrangements and procedures as shall be required for the Project.

2. The Recipient shall afford the World Bank a reasonable opportunity to exchange views with the Recipient on the proposed Project implementation manual, and shall thereafter adopt such manual as shall have been approved by the World Bank ("Project Implementation Manual").

3. The Recipient shall carry out the Project in accordance with the Project Implementation Manual and shall not amend, abrogate, waive the aforementioned, or any provision thereof, without the prior written consent of the World Bank.

4. In the event of any conflict between the provisions of the Project Implementation Manual and those of this Agreement, the provisions of this Agreement shall prevail.

D. Annual Work Plans and Budget

1. Not later than August 31 in each calendar year (or one month after the Effective Date for the first year of Project implementation), the Recipient shall prepare and furnish to the World Bank a draft annual work plan and budget for the Project (including Training and Operating Costs) for the subsequent calendar year of Project implementation, of such scope and detail as the World Bank shall have reasonably requested.

2. The Recipient shall afford the World Bank a reasonable opportunity to review such draft annual work plan and budget, and thereafter shall carry out such annual work plan and budget during such subsequent calendar year as shall have been approved by the World Bank ("Annual Work Plan and Budget"). Only those activities that are included in an Annual Work Plan and Budget shall be eligible for financing out of the proceeds of the Financing.

3. For any training proposed to be included in an Annual Work Plan and Budget, the Recipient shall, inter alia, identify: (a) particulars of the training envisaged; (b) the criteria for selection of the personnel to be trained, and such personnel if known; (c) the selection method of the institution or
individuals conducting such training; (d) the institution conducting such training if identified; (e) the purpose and justification for such training; (f) the location and duration of the proposed training; and (g) the estimate of the cost of such training.

4. Annual Work Plans and Budgets may be revised as needed during Project implementation subject to the World Bank’s prior written approval.

E. Third-Party Verification

1. The Recipient shall, as needed, recruit, in accordance with the provisions of Section III of this Schedule, third-party verification agents with qualifications, experience, and terms of reference satisfactory to the World Bank, for purposes of the third-party verification of the activities to be carried out under the Project (“Third-Party Verification Agents”).

2. The Recipient shall cause said Third-Party Verification Agents to carry out, throughout Project implementation, once every semester, verification exercises of the Project activities, including CTP-related activities; the distribution of teaching and learning materials under Part 1.(b) including focus group surveys, spot checks, verification of data provided and records kept by the Recipient, printing and distribution of said teaching and learning materials; and assessments of the quality of education service delivery provided under the Project activities, including the efficacy and accuracy of the student performance testing, teacher training and performance evaluation, all as further detailed in the Project Implementation Manual.

F. 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 Donors’ 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, enable the representatives of the Donors to visit any part of the Recipient’s territory for purposes related to the Project.

Section II. Project Monitoring, Reporting and Evaluation

A. 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 indicators acceptable to the World Bank and listed in the Project Manual. 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.
3. No later than twenty-four (24) months after the Effective Date, or at any other date agreed with the World Bank, the Recipient shall, in conjunction with the World Bank, carry out a mid-term review of the Project (the “Mid-term Review”), covering the progress achieved in the implementation of the Project. The Recipient shall prepare and furnish to the World Bank not less than three (3) months prior to the beginning of the Mid-term Review, a report integrating the results of the monitoring and evaluation activities performed pursuant to this Agreement, on the progress achieved in the carrying out of the Project during the period preceding the date of such report, and setting out the measures recommended to ensure the efficient carrying out of the Project and the achievement of the objective of the Project during the period following such date. Following the Mid-term Review, the Recipient shall act promptly and diligently in order to take, or cause to be taken, any corrective action deemed necessary by the World Bank to remedy any shortcoming noted in the carrying out of the Project in furtherance of the objective of the Project.

B. Financial Management; Financial Reports; Audits

1. The Recipient shall, throughout Project implementation, maintain a financial management system in accordance with the provisions of Section 2.07 of the Standard Conditions.

2. Without limitation on the provisions of Part A of this Section II, the Recipient shall prepare and furnish to the World Bank, interim unaudited financial reports for the Project covering the quarter, not later than forty-five (45) days after the end of the period, 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.

4. In order to ensure the timely carrying out of the audits referred to in Section II.B of this Schedule 2, the Recipient shall, no later than one (1) month after the Effective Date, recruit an internal auditor in accordance with the provisions of Section III of this Schedule 2.

5. In order to ensure the timely carrying out of the audits referred to in Section II.B.3 of this Schedule 2, the Recipient shall, not later than four (4) months after the Effective Date, recruit an external auditor in accordance with the provisions of Section III of this Schedule 2.

6. In furtherance of the provisions of this Section II.B, no later than three (3) months after the Effective Date, the Recipient shall update, for the purpose of this Project, the computerized financial and accounting system established pursuant to Article 4.01(a) of the Development Credit Agreement for the Education Development Capacity Building Project, dated August 1, 2005, and successfully train relevant staff in the use thereof.
Section III. Procurement

1. **Procurement and Consultant Guidelines.** All goods 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**

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

2. **Other Methods of Procurement of Goods and Non-Consulting Services.** The following table specifies the methods of procurement, other than International Competitive Bidding, which may be used for goods and non-consulting 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) National Competitive Bidding, subject to the additional procedures set forth in paragraph 3 below</td>
</tr>
<tr>
<td>(b) Shopping</td>
</tr>
</tbody>
</table>

3. **Requirements for the National Competitive Bidding.** The procedures to be followed for National Competitive Bidding shall be those set forth in the Recipient’s Procurement Code of September 24, 2004, as revised from time to time in a manner deemed acceptable to the World
Bank, subject, however, to the modifications described in the following paragraphs required for compliance with the Procurement Guidelines.

(i) In accordance with paragraph 1.16 (e) of the Procurement Guidelines, each bidding document and contract financed out of the proceeds of the Financing shall provide that: (a) the bidders, suppliers, contractors and their subcontractors, agents, personnel, consultants, service providers, or suppliers shall permit the World Bank, at its request, to inspect all accounts, records and other documents relating to the submission of bids and contract performance, and to have said accounts and records audited by auditors appointed by the World Bank; and (b) the deliberate and material violation of such provision may amount to an obstructive practice as defined in paragraph 1.16 (a)(v) of the Procurement Guidelines;

(ii) The invitation to bid shall be advertised in, at least, one national newspapers with wide circulation;

(iii) The bid evaluation, qualification of bidders and contract award criteria shall be clearly indicated in the bidding documents;

(iv) The bidders shall be given adequate response time (at least four weeks) from the date of the invitation to bid or the date of availability of a bidding documents, whichever is later, to prepare and submit their bids;

(v) Eligible bidders, including foreign bidders, shall be allowed to participate;

(vi) No domestic preference shall be given to domestic contractors and to domestically manufactured goods and association with national firm shall not be a condition for participation in a bidding process;

(vii) Bids are awarded to the lowest evaluated bidder provided that such bidder is qualified; No scoring system shall be allowed for the evaluation of bids, and no "blanket" limitation to the number of lots which can be awarded to a bidder shall apply; and

(viii) Qualification criteria shall only concern the bidder’s capability and resources to perform the contract taking into account objective and measurable factors.
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 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 under a Fixed Budget</td>
</tr>
<tr>
<td>(b) Least Cost Selection</td>
</tr>
<tr>
<td>(c) Selection Based on Consultants’ Qualifications</td>
</tr>
<tr>
<td>(d) Quality-Based Selection</td>
</tr>
<tr>
<td>(e) Selection of Individual Consultants</td>
</tr>
<tr>
<td>(f) Single Source Selection Procedures for the Selection of Individual Consultants or Consulting Firms</td>
</tr>
</tbody>
</table>

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. Other Commitments Regarding Procurement

The Recipient shall establish, within the Project Secretariat and MINMAP, a comprehensive record keeping system satisfactory to the World Bank, and successfully train relevant staff in the use thereof.

Section IV. Withdrawal of Grant Proceeds

A. General

1. The Recipient may withdraw the proceeds of the Grant in accordance with the provisions of: (i) Article III of the Standard Conditions; (ii) this Section; and (iii) 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 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 Grant ("Category"), the allocations of the amounts of the Grant 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 USD)</th>
<th>Percentage of Expenditures to be Financed (inclusive of Taxes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Salaries under Part 1(a) of the Project</td>
<td>29,376,000</td>
<td>100%</td>
</tr>
<tr>
<td>(2) Goods for Part 1(b)(i) of the Project</td>
<td>9,219,804</td>
<td>100%</td>
</tr>
<tr>
<td>(3) Goods, non-consulting services, consultants’ services, Training and Operating Costs under Parts, 1(b)(ii), 1(c), 1(d), 1(e), 1(f) and 2 of the Project</td>
<td>13,704,196</td>
<td>100%</td>
</tr>
<tr>
<td>(4) Unallocated</td>
<td>1,000,000</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL AMOUNT</strong></td>
<td><strong>53,300,000</strong></td>
<td></td>
</tr>
</tbody>
</table>
B. Withdrawal Conditions; Withdrawal Period

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

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

(b) under Category (1), unless the Recipient has furnished evidence satisfactory to the World Bank, of the achievement of the applicable Disbursement-Linked Indicators for Part 1(a) of the Project as set out in Schedule 3 to this Agreement; or

(c) under Category (2), unless the Recipient has furnished evidence satisfactory to the World Bank, of the achievement of the applicable Disbursement-Linked Indicators for Part 1(b)(i) of the Project as set out in Schedule 3 to this Agreement.

2. The Closing Date referred to in Section 3.06 (c) of the Standard Conditions is September 30, 2018.

Section V. Other Undertakings

A. CTP Financing

1. The Recipient shall convert from Maîtres Des Parents or recruit graduates from the applicable local ENIEG, as the case may be, 3060 CTs in the first year of Project Implementation (“First Cadre”), 2970 CTs in the second year of Project implementation (“Second Cadre”), and 2970 CTs in the third year of Project implementation (“Third Cadre”), in accordance with criteria further detailed in the Project Implementation Manual.

2. Unless otherwise agreed with the World Bank, the Recipient shall:

(a) in addition to the Regular Allocation for the CTP, ensure that its FY2014 budget is comprised, in part, of the September through December salary for the First Cadre;

(b) in addition to the Regular Allocation for the CTP, ensure that its FY2015 budget is comprised, in part, of the January through August salary for the First Cadre and the September through December salary for the Second Cadre;

(c) in addition to the Regular Allocation for the CTP, ensure that its FY2016 budget is comprised, in part, of the January through August salary for the Second Cadre and the September through December salary for the Third Cadre; and

(d) in addition to the Regular Allocation for the CTP, ensure that its FY2017 budget is comprised, in part, of the January through August salary for the Third Cadre.

3. The Recipient shall ensure that the financing for Part 1(a) of the Project shall be applied to reimburse the Recipient for the salary of each cadre of recruited or converted CTs in their first year of recruitment or conversion, as the case may be, following which the Recipient shall absorb
the cost of retaining the said CTs into its annual CTP budget, all as further detailed in the Project Implementation Manual.

4. The Recipient shall, throughout Project implementation, set forth measures to ensure post-Project sustainability of the expanded CTP in accordance with the guidance provided in the Project Implementation Manual.

B. Learning and Teaching Materials Financing

1. The Recipient shall maintain the 2013 approved booklist for first, second and third grades throughout the Project implementation period and, to that end, shall undertake to so maintain said approved booklist ("Approved Booklist Undertaking").

2. MINEDUB, acting on behalf of the Recipient, shall cause to be published and distributed, the learning and teaching materials referred to in Part 1(b)(i) of the Project as further detailed in the Project Implementation Manual.

3. Notwithstanding the provisions of paragraph 2 above:
   
   (a) the Recipient shall ensure that the learning and teaching materials referred to in Part 1(b)(i) are distributed to beneficiary schools, not later than the first day of each academic year; and

   (b) in cases where said learning and teaching materials have been distributed,

   (i) after the first day of each academic year but not later than thirty (30) days thereafter, the Recipient shall be reimbursed at only 95% of the total allocated Eligible Expenditure;

   (ii) after thirty (30) days but not later than ninety (90) days following the first day of each academic year, the Recipient shall be reimbursed at only 90% of the total allocated Eligible Expenditure; and

   (iii) after ninety (90) days following the first day of each academic year, the Recipient shall not be reimbursed.
### SCHEDULE 3

**Disbursement Linked Indicators (DLIs)**

|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------|
| 1. Letter from MINEDUB confirming the budget commitments for: (i) ongoing CTP; (ii) Project CTs; and (iii) list from MINEDUB/DRH with the names and unique contract reference numbers for the teachers who have been newly converted/Recruited | - Government budget includes salary commitments for 4 months (September-December) and for 8 months (January-August)  
- MINEDUB creates MINFOPRA list A, and MINFOPRA list B  
- MINEDUB has applied the agreed objective targeting criteria for selecting *maitres des parents* to be converted to contract teachers and for recruiting new ENIEG graduates as contract teachers where necessary | (1) Salaries under Part 1(a) of the Project | 3,329,280 (33%) | 3,231,360 (33%) | 3,231,360 (33%) |
| 2. Finalized technical verification report of the Project CTs satisfactory to the Bank by August and Finalized financial audit report of the Project CTs including SIGIPES & ANTILOPE reports satisfactory to the World Bank, by August | - Third party technical verification for technical compliance  
- Financial audit of the Project CT | (1) Salaries under Part 1(a) of the Project | 6,658,560 (67%) | 6,462,720 (67%) | 6,462,720 (67%) |
### Disbursement-Linked Indicators

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>2. Finalized technical verification report of the Project CTs satisfactory to the Bank by August and Finalized financial audit report of the Project CTs including SIGIPES &amp; ANTILOPE reports satisfactory to the World Bank, by August</td>
<td>(1) Salaries under Part 1(a) of the Project</td>
<td>6,658,560 (67%)</td>
<td>6,462,720 (67%)</td>
<td>6,462,720 (67%)</td>
</tr>
<tr>
<td>3. Government provides a written guarantee/ undertaking that the: (i) 2013 Approved Booklist for primary grades 1, 2 &amp; 3 will remain constant during each of the Project implementation years; and (ii) same textbooks/titles selected during the first year of the Project will remain constant during the Project implementation period</td>
<td>(2) Goods for Part 1(b)(i) of the Project</td>
<td>1,143,090 (40%)</td>
<td>1,133,388 (40%)</td>
<td>1,111,443 (40%)</td>
</tr>
</tbody>
</table>
4. Finalized technical verification report of publishing, printing, and distribution of teaching and learning materials satisfactory to the World Bank

5. Finalized financial audit report of publishing, printing, and distribution of teaching and learning materials, statistics, inventory/data satisfactory to the World Bank

<table>
<thead>
<tr>
<th>(2) Goods for Part 1(b)(i) of the Project</th>
<th>All teaching and learning materials have reached primary schools in time for the academic year. [100% of 60%]</th>
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<tr>
<td>1,714,635</td>
<td>1,700,082</td>
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<td>1,667,165</td>
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<th>(2) Goods for Part 1(b)(i) of the Project</th>
<th>All teaching and learning materials have reached public primary schools 30 days after the start of the academic year. [95% of 60%]</th>
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<tr>
<td>1,571,749</td>
<td>1,558,409</td>
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<td>1,528,234</td>
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<th>(2) Goods for Part 1(b)(i) of the Project</th>
<th>All teaching and learning materials have reached public primary schools 60 days after the start of the academic year. [90% of 60%]</th>
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<td>1,428,863</td>
<td>1,416,735</td>
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<td>1,389,304</td>
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<th>(2) Goods for Part 1(b)(i) of the Project</th>
<th>All teaching and learning materials have reached primary schools 90 days after the start of the academic year.</th>
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<td>0.00</td>
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<td>0.00</td>
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</tr>
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</table>
APPENDIX

Section I. Definitions

1. “Annual Work Plan and Budget” means each annual work plan, together with the related budget, for the Project approved by the World Bank pursuant to the provisions of Section I.D of Schedule 2 to this Agreement.


3. “Approved Booklist Undertaking” means the undertaking by Recipient, for the maintenance of a single approved booklist throughout the Project implementation period, as referred to in Section V.B.1 of Schedule 2 to this Agreement.

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


6. “CT” or “Contract Teachers” means the teachers recruited into the CTP.

7. “CTP” or “Contract Teachers Program” means the Recipient’s teacher recruitment program established pursuant to the Recipient’s arrêté no. 102/CAB/PM du 18 août 2006.

8. “Disbursement-Linked Indicators” and “DLIs” mean, collectively, the disbursement-linked targets set forth in the column entitled ‘Disbursement-Linked Indicators’ in the table provided in Schedule 3 to this Agreement, and “DLI” means each or any of the targets.

9. “DRH” means the Recipient’s human resources department and any successor thereto.

10. “Education Development Capacity Building Project Development Credit Agreement” means the agreement between the Recipient and the International Development Association, dated August 1, 2005 (Credit Number 4070-CM).

12. "First Cadre" means the first group of approximately 3,060 teachers, recruited as or converted into CTs under the Project pursuant to the provisions of Section V.A.1 of Schedule 2 to this Agreement.

13. "FY" or "Fiscal Year" means the Recipient’s fiscal year.

14. "Maîtres Des Parents" mean the teachers in the Recipient’s primary school system whose salaries are financed by their students’ parents.

15. "MINEDUB" means the Recipient’s ministry responsible for basic education and any successor thereto.

16. "MINEPAT" or "Ministry of Economy, Planning and Regional Development" means the Recipient’s ministry responsible for economy and planning, and any successor thereto.

17. "MINFOPRA" means the Recipient’s ministry responsible for civil service and any successor thereto.

18. "Operating Costs" means incremental recurrent expenditures incurred on account of Project implementation, including: local contractual support staff salaries; travel expenditures and other travel-related allowances; equipment rental and maintenance; vehicle operation (including fuel), maintenance and repair; office rental and maintenance, materials and supplies; and utilities, media information campaigns and communications’ expenses, but excluding the salaries of officials and public servants of the Recipient’s civil service.


20. "Procurement Plan" means the Recipient’s procurement plan for the Project, dated December 18, 2013 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.

21. "Project Implementation Manual" means the manual to be adopted in accordance with the provisions of Section 5.01(b) of this Agreement.

22. "Project Secretariat" means the secretariat of the Project to be established and maintained by the Recipient in accordance with the provisions of Section I.A.2 of Schedule 2 to this Agreement.

23. "Project Steering Committee" means the steering committee of the Project to be established and maintained by the Recipient in accordance with the provisions of Section I.A.1 of Schedule 2 to this Agreement.
24. "Second Cadre" means the second group of approximately 2,970 teachers, recruited as or converted into CTs under the Project pursuant to the provisions of Section V.A.1 of Schedule 2 to this Agreement.

25. "Regular Allocation" means the allocation for the CTP at the commencement of the Project or the allocation for the expanded CTP which includes the salaries of the CTs recruited under the Project following their first year of employment as CTs.


27. "Third Cadre" means the third group of approximately 2,970 teachers, recruited as or converted into CTs under the Project pursuant to the provisions of Section V.A.1 of Schedule 2 to this Agreement.

28. "Third-Party Verification Agents" means the agents referred to in Section I.E.2 of Schedule 2 to this Agreement.

29. "Training" means the training of persons under the Project, including through seminars, workshops, knowledge sharing activities and study tours, and covers the following costs associated with such activity: travel and subsistence costs for training participants, costs associated with securing the services of trainers, rental of training facilities, preparation and reproduction of training materials, and other costs directly related to training preparation and implementation.