
CREDIT NUMBER 6697-MN

Financing Agreement

(Mongolia Emergency Relief and Employment Support Project)

between

MONGOLIA

and

INTERNATIONAL DEVELOPMENT ASSOCIATION

FINANCING AGREEMENT

AGREEMENT dated as of the Signature Date between MONGOLIA ("Recipient") and INTERNATIONAL DEVELOPMENT ASSOCIATION ("Association"). 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) apply to and form 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 or in the Appendix to this Agreement.

ARTICLE II — FINANCING

- 2.01. The Association agrees to extend to the Recipient a credit, which is deemed as Concessional Financing for purposes of the General Conditions, in an amount equivalent to fourteen million seven hundred thousand Special Drawing Rights Special Drawing Rights (SDR 14,700,000) (variously, "Credit" and "Financing"), to assist in financing the project described in Schedule 1 to this Agreement ("Project").
- 2.02. The Recipient may withdraw the proceeds of the Financing in accordance with Section III of Schedule 2 to this Agreement.
- 2.03. The Maximum Commitment Charge Rate is one-half of one percent (1/2 of 1%) per annum on the Unwithdrawn Financing Balance.
- 2.04. The Service Charge is three-fourths of one percent (3/4 of 1%) per annum on the Withdrawn Credit Balance.
- 2.05. The Interest Charge is one and a quarter percent (1.25%) per annum on the Withdrawn Credit Balance.
- 2.06. The Payment Dates are February 15 and August 15 in each year.

- 2.07. The principal amount of the Credit shall be repaid in accordance with the repayment schedule set forth in Schedule 3 to this Agreement.
- 2.08. The Payment Currency is Dollar.

ARTICLE III — PROJECT

- 3.01. The Recipient declares its commitment to the objective of the Project. To this end, the Recipient shall carry out the Project through the MLSP in accordance with the provisions of Article V of the General Conditions and Schedule 2 to this Agreement.

ARTICLE IV — EFFECTIVENESS; TERMINATION

- 4.01. The Effectiveness Deadline is the date one hundred eighty (180) days after the Signature Date.
- 4.02. For purposes of Section 10.05 (b) of the General Conditions, the date on which the obligations of the Recipient under this Agreement (other than those providing for payment obligations) shall terminate is twenty (20) years after the Signature Date.

ARTICLE V — REPRESENTATIVE; ADDRESSES

- 5.01. The Recipient's Representative is its Minister at the time responsible for finance.
- 5.02. For purposes of Section 11.01 of the General Conditions: (a) the Recipient's address is:

Ministry of Finance
Government Building II
S. Danzan Street 5/1 D
Ulaanbaatar 15160
Mongolia

and

- (b) the Recipient's Electronic Address is:

Facsimile:
976-11-320247

5.03. For purposes of Section 11.01 of the General Conditions: (a) The Association's address is:

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

(b) the Association's Electronic Address is:

Telex:	Facsimile:
248423 (MCI)	1-202-477-6391

AGREED as of the Signature Date.

MONGOLIA

By



Authorized Representative

Name: Khurelbaatar Chimed

Title: Minister of Finance

Date: September 7, 2020

INTERNATIONAL DEVELOPMENT ASSOCIATION

By



Authorized Representative

Name: Andrei Mikhnev

Title: Country Manager for Mongolia

Date: September 7, 2020

SCHEDULE 1

Project Description

The objective of the Project is to provide jobseekers and micro-entrepreneurs in Mongolia with improved access to labor market opportunities and to provide temporary relief to eligible workers in response to the COVID-19 crisis.

The Project consists of the following parts:

Part 1. Supporting client-centric public employment services

- (a) Upgrading selected Labor and Social Welfare Offices through: (i) development and implementation of streamlined work organization; (ii) a coordinated piloting and deployment of the labor market information system and information communication technology-based job matching tool; (iii) physical upgrades to the GOLWS; and (iv) strengthening capacity of public employment services.
- (b) Providing technical support for: (i) the carrying-out of a functional review of service standards of private employment services, work process, and performance measures; (ii) improved linkages between public and private employment services through an expansion of shared job vacancy listings; and (iii) a communication and outreach campaign on upgraded services to central target groups.

Part 2. Strengthening select active labor market programs

2.1. Support for Micro-entrepreneurs

Providing support to Micro-entrepreneurs, including:

- (a) non-financial support services, through the delivery of business skills and development training, specialist training modules, mentoring, peer-to-peer and alumni networks and market linkages; and
- (b) financial support services, through the provision of credit lines to Participating Financial Institutions ("PFIs") providing Micro-loans to eligible Micro-entrepreneurs to finance micro-entrepreneurial activities.

2.2. *Skills Innovation Program*

Providing technical support for the development and pilot of skill innovation programs designed to impart skills valued by the labor market.

Part 3. Facilitating Labor Market Monitoring and Analysis and Project Management

3.1. *Labor Market Monitoring and Analysis*

Carrying out and dissemination of: (a) an impact evaluation of the skill innovation programs piloted under Part 2.2; (b) an unemployment study; and (c) a survey on occupational structure and skills demand in the labor market.

3.2. *Project Management and Monitoring*

Providing operational support for day-to-day Project implementation, including: planning and execution, procurement, financial management, environmental and social impact management, and monitoring and evaluation.

Part 4. Providing temporary relief to eligible workers in response to COVID-19

Supporting eligible Beneficiaries in making SIF Contributions to the Social Insurance Fund.

SCHEDULE 2

Project Execution

Section I. Implementation Arrangements

A. Institutional Arrangements.

1. The Recipient shall maintain, throughout the period of implementation of the Project, Project implementation structures at the national and sub-national levels, all with composition, functions, staffing and resources satisfactory to the Association and set out in the EPF Manual and Project Operational Manual.
2. Without limitation to the foregoing, the Recipient shall:
 - (a) maintain a Project Steering Committee, chaired by the State Secretary of MLSP, which shall be responsible, *inter alia*, for monitoring the overall progress of the Project, providing strategic guidance and facilitating inter-departmental coordination during Project implementation;
 - (b) maintain a Project Implementation Unit within the MLSP, led by a Project coordinator with qualifications and under terms of reference satisfactory to the Association, which shall be responsible for the overall day-to-day implementation of the Project, including: (i) preparing annual work plans and budgets, (ii) procurement, financial management, environmental and social impact management, and (iii) monitoring and evaluation of the Project; and
 - (c) maintain a technical team within the SIGO with composition, functions, staffing and resources satisfactory to the Association, which shall be responsible for, *inter alia*: (i) carrying out the monthly verification of the SIF Contributions of Beneficiaries; (ii) monitoring and reporting of the activities under Part 4 of the Project to the MLSP; and (iii) providing technical support to social insurance offices at the district and aimg levels.

B. Project Operational Manual

The Recipient shall: (a) by no later than September 15, 2020 and prior to the commencement of any Project activity, prepare and adopt a Project Operational Manual; and (b) by no later than November 15, 2020 and prior to the

commencement of Part 2.1.(b) of the Project, prepare and adopt an EPF Manual; and thereafter ensure that the Project is carried out in accordance with the arrangements and procedures set out in the said Manuals (provided, however, that in the event of any conflict between the arrangements and procedures set out in the Project Operational Manual and EPF Manual and the provisions of this Agreement, the provisions of this Agreement shall prevail) and shall not amend, abrogate or waive any provision of the said Manuals unless the Association has provided its prior no-objection thereof in writing.

C. Annual Work Plans and Budgets

1. The Recipient, through MLSP, shall prepare and furnish to the Association for its no-objection not later than November 30 of each fiscal year of the Recipient during the implementation of the Project (or such later date as the Association may agree), a consolidated Annual Work Plan and Budget ("AWPB") containing all Project activities and expenditures proposed to be included in the Project in the following fiscal year, including a specification of the sources of financing for all expenditures, and environmental and social safeguard measures taken or planned to be taken in accordance with the provisions of Part F of this Schedule.
2. The Recipient shall ensure that the Project is implemented in accordance with the AWPB accepted by the Association for the respective fiscal year; provided, however, that in the event of any conflict between the AWPB and the provisions of this Agreement, the provisions of this Agreement shall prevail.
3. The Recipient shall not make or allow to be made any change to the AWPB without prior no-objection in writing by the Association.

D. On-lending Agreements

1. For purposes of carrying out Part 2.1(b) of the Project, the Recipient, through MLSP, shall make available a portion of the proceeds of the Financing to the PFIs, under an agreement between GOLWS and each PFI (each an "On-lending Agreement"), and cause the PFIs to:
 - (a) use the portion of the Financing made available under the On-lending Agreement exclusively to extend Micro-loans to Micro-Entrepreneurs under a Micro-loan Agreement, in accordance with eligibility criteria and procedures acceptable to the Association and specified further in the EPF Manual; and

- (b) make the Micro-loans available to the Micro-entrepreneurs in accordance with appropriate technical, economic, financial, and managerial practices, including in accordance with the provisions of the EPF Manual, the ESCP (including the management tools and instruments referred to therein) and the Anti-Corruption Guidelines applicable to recipients of Financing proceeds other than the Recipient).
2. The Recipient shall exercise its rights under the On-lending Agreement in such manner as to protect the interests of the Recipient and the Association and to accomplish the purposes of the Project. Except as the Association shall otherwise agree, the Recipient shall not assign, amend, abrogate or waive the On-lending Agreement or any of its provisions.

E. SIF Contributions

1. To facilitate the carrying out of Part 4 of the Project, the Recipient, through MLSP, shall make part of the proceeds of the Financing available to the Social Insurance Fund by making a SIF Contribution in the name of the respective Beneficiary in accordance with eligibility criteria and procedures set out in the Project Operational Manual.
2. Without limitation on its other reporting obligations under this Agreement, the Recipient shall, through MLSP, prepare, and thereafter, furnish to the Association monthly reports regarding the SIF Contributions during the respective month in form and substance acceptable to the Association.

F. Environmental and Social Standards.

1. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards, in a manner acceptable to the Association.
2. Without limitation upon paragraph 1 above, the Recipient shall ensure that the Project is implemented in accordance with the Environmental and Social Commitment Plan ("ESCP"), in a manner acceptable to the Association. To this end, the Recipient shall ensure that:
 - (a) the measures and actions specified in the ESCP are implemented with due diligence and efficiency, and as further specified in the ESCP;
 - (b) sufficient funds are available to cover the costs of implementing the ESCP;

- (c) policies, procedures and qualified staff are maintained to enable it to implement the ESCP, as further specified in the ESCP; and
 - (d) the ESCP or any provision thereof, is not amended, revised or waived, except as the Association shall otherwise agree in writing and the Recipient has, thereafter, disclosed the revised ESCP.
- 3. In case of any inconsistencies between the ESCP and the provisions of this Agreement, the provisions of this Agreement shall prevail.
- 4. The Recipient shall:
 - (a) take all measures necessary on its part to collect, compile, and furnish to the Association through regular reports, with the frequency specified in the ESCP, and promptly in a separate report or reports, if so requested by the Association, information on the status of compliance with the ESCP and the management tools and instruments referred to therein, all such reports in form and substance acceptable to the Association, setting out, inter alia: (i) the status of implementation of the ESCP; (ii) conditions, if any, which interfere or threaten to interfere with the implementation of the ESCP; and (iii) corrective and preventive measures taken or required to be taken to address such conditions; and
 - (b) promptly notify the Association of any incident or accident related to or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, in accordance with the ESCP, the instruments referenced therein and the Environmental and Social Standards.
- 5. The Recipient shall maintain and publicize the availability of a grievance mechanism, in form and substance satisfactory to the Association, to hear and determine fairly and in good faith all complaints raised in relation to the Project, and take all measures necessary to implement the determinations made by such mechanism in a manner satisfactory to the Association.
- 6. The Recipient shall ensure that all bidding documents and contracts for civil works under the Project include the obligation of contractors, subcontractors, and supervising entities to: (a) comply with the relevant aspects of ESCP and the environmental and social instruments referred to therein; and (b) adopt and enforce codes of conduct that should be provided to and signed by all workers, detailing measures to address environmental, social, health and safety risks, and the risks of sexual exploitation and abuse, sexual harassment and violence against children, all

as applicable to such civil works commissioned or carried out pursuant to said contracts.

Section II. Project Monitoring, Reporting and Evaluation

A. Project Reports

The Recipient shall furnish to the Association each Project Report not later than forty-five (45) days after the end of each calendar semester, covering the calendar semester.

B. Mid-term Review

The Recipient shall: (a) on or about the date eighteen (18) months after the Effective Date, prepare and furnish to the Association a mid-term report, in such detail as the Association shall reasonably request, documenting progress achieved in the carrying out of the Project during the period preceding the date of such report, taking into account the monitoring and evaluation activities performed pursuant to Part A of this Section II, and setting out the measures recommended to ensure the continued efficient carrying out of the Project and the achievement of its objectives during the period following such date; and (b) review with the Association such mid-term report, on or about the date forty-five (45) days after its submission, and thereafter take all measures required to ensure the continued efficient implementation of the Project and the achievement of its objectives, based on the conclusions and recommendations of the mid-term report and the Association's views on the matter.

- C. Except as may otherwise be explicitly required or permitted under this Agreement or as may be explicitly requested by the Association, in sharing any information, report or document related to the activities described in Schedule 1 of this Agreement, the Recipient shall ensure that such information, report or document does not include Personal Data.

Section III. Withdrawal of the Proceeds of the Financing

A. General

Without limitation upon the provisions of Article II of the General Conditions and in accordance with the Disbursement and Financial Information Letter, the Recipient may withdraw the proceeds of the Financing to finance Eligible

Expenditures; in the amount allocated and, if applicable, up to the percentage set forth against each Category of the following table:

Category	Amount of the Financing Allocated (expressed in SDR)	Percentage of Expenditures to be Financed (inclusive of Taxes)
(1) Goods, works, non-consulting services, consulting services, Training and Operating Costs under Parts 1, 2.2 and 3 of the Project	3,310,000	100%
(2) Non-consulting services, consulting services, Training, Micro-loans under Part 2.1 of the Project	4,040,000	100% of the amount disbursed for Micro-loans and 100% for other Eligible Expenditures
(3) SIF Contributions under Part 4 of the Project	7,350,000	100% of the amount disbursed
TOTAL AMOUNT	14,700,000	

B. Withdrawal Conditions; Withdrawal Period

1. Notwithstanding the provisions of Part A above, no withdrawal shall be made for payments made prior to the Signature Date, except that withdrawals up to an aggregate amount not to exceed SDR 2,900,000 may be made for payments made prior to this date but on or after July 1, 2020, for Eligible Expenditures under Categories (1) and (2).
2. The Closing Date is December 31, 2023.

SCHEDULE 3

Repayment Schedule

Date Payment Due	Principal Amount of the Credit repayable (expressed as a percentage) *
On each February 15 and August 15:	
commencing August 15, 2025 to and including February 15, 2045	1.65%
commencing August 15, 2045 to and including February 15, 2050	3.40%

* The percentages represent the percentage of the principal amount of the Credit to be repaid, except as the Association may otherwise specify pursuant to Section 3.05 (b) of the General Conditions.

SCHEDULE 4

Terms and Conditions of the On-lending Agreements

For purposes of Section I.D of Schedule 2 to this Agreement, the On-lending Agreements to be entered into by GOWSL and the PFIs shall reflect, *inter alia*, the following terms conditions:

1. The Recipient shall obtain rights adequate to protect its interests and those of the Association, including the right to suspend or terminate the right of the PFIs to use the proceeds of the Financing made available, or declare to be immediately due and payable all or any part of the amount of the Financing made available and then withdrawn, upon the PFI's failure to perform any of its obligations under the On-lending Agreement.
2. Each PFI shall undertake to:
 - (a) (i) select and approve Micro-entrepreneurs in accordance with eligibility criteria and procedures set forth in the EPF Manual, the provisions of Anti-Corruption Guidelines applicable to recipients of Financing proceeds other than the Recipient, and the ESCP (including the management tools and instruments referred to therein); (ii) appraise and approve the activities to be financed from the Micro-loans and supervise, monitor and report on the said activities; and (iii) make Micro-loans to Micro-entrepreneurs in accordance with eligibility criteria and procedures acceptable to the Association as set out in the EPF Manual, and shall only make the proceeds of the Micro-loans available to such Micro-entrepreneur after the PFI has entered into a Micro-loan Agreement with the Micro-entrepreneur on terms and conditions acceptable to the Association;
 - (b) obtain, through each Micro-loan Agreement, rights adequate to protect its interests and those of the Recipient and the Association, including the right to:
 - (i) suspend or terminate the right of the Micro-entrepreneur to use the proceeds of the Micro-loan, or declare to be immediately due and payable, or obtain a refund of all or any part of the amount of the Micro-loan, upon the Micro-entrepreneur's failure to perform any of its obligations under the respective Micro-loan Agreement; and
 - (ii) require each Micro-entrepreneur to carry out and operate the activities financed from Micro-loans with due diligence and

efficiency and in accordance with the EPF Manual, the provisions of Anti-Corruption Guidelines applicable to recipients of Financing proceeds other than the Recipient, and the ESCP (including the management tools and instruments referred to therein).

- (c) exercise its rights in relation to each such Micro-loan in such manner as to protect its interests and the interests of the Recipient and the Association, and not assign, amend, abrogate or waive any of its Micro-loan Agreements, or any provision thereof, without the prior approval of the Recipient;
- (d) ensure that the goods, works, and services to be financed out of the Micro-loan proceeds shall be procured in accordance with the EPF Manual;
- (e) exchange views with and furnish all such information to the Association or the Recipient, as may be reasonably requested by the Association and the Recipient, with regard to the progress of its micro-entrepreneurial activities under Part 2.1(b) of the Project, the performance of its obligations under its respective On-lending Agreement, and other matters relating to the purposes of the Project;
- (f) prepare and submit to the Recipient reports on Micro-loan disbursements and, as applicable, repayments, and reports on the activities, including reports on the status of compliance with the social and environmental requirements and procedures;
- (g) promptly inform the Association and the Recipient of any condition which interferes or threatens to interfere with the progress of its activities under its respective On-lending Agreement;
- (h) maintain records and accounts and have such accounts audited by an external auditor in accordance with the EPF Manual, and submit said audit report to the Recipient, and to the Association as the Association may reasonably request;
- (i) (i) open and thereafter maintain on its books, in accordance with its normal financial practices and on conditions satisfactory to the Association, separate accounts to which it shall credit, as the case may be, each payment of interest or other charges on, or repayment of principal payments under, any Micro-loan; and (ii) utilize all amounts so credited to said separate accounts, to the extent they are not yet required to meet said PFI's payment obligations to the Recipient under its On-lending Agreement, exclusively

to finance activities to further the development of the Recipient's labor market promotion pilot program; and

- (j) assume the credit risk of each Micro-loan.

APPENDIX

Definitions

1. "Anti-Corruption Guidelines" means, for purposes of paragraph 5 of the Appendix to the General Conditions, 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 and as of July 1, 2016.
2. "Beneficiary" means any worker and/or employer who is eligible to be exempted from the Recipient's social insurance contributions under the Law on Exemption from Social Insurance Contributions and Providing Support from the Unemployment Insurance Fund adopted by the Recipient's Parliament on April 9, 2020; and the term "Beneficiaries" means, collectively, all such Beneficiaries.
3. "COVID-19" means the coronavirus disease caused by the 2019 novel coronavirus (SARS-CoV-2).
4. "Employment Promotion Fund Manual" or "EPF Manual" means the manual developed under the labor market promotion pilot program, acceptable to the Association, to be prepared and adopted by the Recipient in accordance with the Recipient's procedures and guidelines applicable to activities under Part 2.1(b) of the Project and acceptable to the Association, as the same may be amended from time to time in agreement with the Association.
5. "Environmental and Social Commitment Plan" or the acronym "ESCP" means the Recipient's environmental and social commitment plan, acceptable to the Association, dated May 27, 2020, which sets out a summary of the material measures and actions to address the potential environmental and social risks and impacts of the Project, including the timing of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and any instruments to be prepared thereunder; as the ESCP may be revised from time to time, with prior written agreement of the Association, and such term includes any annexes or schedules to such plan.
6. "Environmental and Social Standards" means, collectively: (i) "Environmental and Social Standard 1: Assessment and Management of Environmental and Social Risks and Impacts"; (ii) "Environmental and Social Standard 2: Labor and Working Conditions"; (iii) "Environmental and Social Standard 3: Resource Efficiency and Pollution Prevention and Management"; (iv) "Environmental and Social Standard 4: Community Health and Safety"; (v) "Environmental and

Social Standard 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement”; (vi) “Environmental and Social Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources”; (vii) “Environmental and Social Standard 7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities”; (viii) “Environmental and Social Standard 8: Cultural Heritage”; (ix) “Environmental and Social Standard 9: Financial Intermediaries”; (x) “Environmental and Social Standard 10: Stakeholder Engagement and Information Disclosure”; effective on October 1, 2018, as published by the Association at <https://www.worldbank.org/en/projects-operations/environmental-and-social-framework>.

7. “General Conditions” means the “International Development Association General Conditions for IDA Financing, Investment Project Financing”, dated December 14, 2018.
8. “GOLWS” means the Recipient’s General Office of Labor and Welfare Services established and operating within MLSP; or any successor thereto.
9. “Labor and Social Welfare Office” means the office responsible for labor and social welfare under the MLSP, or any successor thereto, and “Labor and Social Welfare Offices” means, collectively, all such offices.
10. “Micro-entrepreneur” mean an enterprise or an individual registered to operate in production and services business in accordance with the Recipient’s Employment Promotion Law of June 17, 2011, as amended from time to time; and “Micro-entrepreneurs” means, collectively, all such Micro-entrepreneurs.
11. “Micro-loan” means a micro-loan to be made available by a Participating Financial Institution to a Micro-entrepreneur to finance for micro-entrepreneurial activities in accordance with the criteria, guidelines and procedures set forth in the EPF Manual, and “Micro-loans” means, collectively, all such micro-loans.
12. “Micro-loan Agreement” means the loan agreement to be entered into between the PFI and each Micro-entrepreneur for purposes of implementing and financing a business plan of the Micro-entrepreneur, and the term “Micro-loan Agreements” means, collectively, all such micro-loan agreements.
13. “MLSP” means the Recipient’s Ministry of Labor and Social Protection, or any successor thereto.

14. "On-lending Agreement" means an agreement to be entered into by the Recipient, as represented by the GOLWS, and a PFI, under terms and conditions acceptable to the Association as referred to in Schedule 4 to this Agreement; and "On-lending Agreements" means, collectively, all such on-lending agreements.
15. "Operating Costs" means the reasonable costs of goods and non-consulting services required for the day-to-day coordination, administration and supervision of Project activities, including leasing and/or routine repair and maintenance of vehicles, equipment, facilities and office premises, fuel, office supplies, utilities, consumables, communication expenses (including postage, telephone and internet costs), transportation, translation, printing and photocopying expenses, bank charges, publications and advertising expenses, insurance, Project-related meeting expenses, Project-related travel, subsistence and lodging expenses, contractual support staff and other administrative costs directly related to the Project, but excluding salaries, bonuses, fees and honoraria or equivalent payments of members of the Recipient's civil service.
16. "Personal Data" means any information relating to an identified or identifiable individual. An identifiable individual is one who can be identified by reasonable means, directly or indirectly, by reference to an attribute or combination of attributes within the data, or combination of the data with other available information. Attributes that can be used to identify an identifiable individual include, but are not limited to, name, identification number, location data, online identifier, metadata and factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of an individual.
17. "Participating Financial Institution" or "PFI" means a financial institution meeting the eligibility requirements set out in the Employment Promotion Fund Manual and selected by the Recipient to provide Micro-loans under Part 2.1(b) of the Project, and "Participating Financial Institutions" or "PFIs" means, collectively, all such institutions.
18. "Procurement Regulations" means, for purposes of paragraph 87 of the Appendix to the General Conditions, the "World Bank Procurement Regulations for IPF Borrowers", dated July 2016, revised November 2017 and August 2018.
19. "Project Operational Manual" means the manual to be adopted by the Recipient for the implementation of the Project referred to in Section I.B of Schedule 2 to this Agreement, containing detailed arrangements and procedures for: (a) institutional coordination and day-to-day execution of the Project; (b) disbursement and financial management; (c) procurement; (d) environmental and social safeguard implementation measures; (e) monitoring and evaluation, reporting and communication; (f) an integrity action plan; (g) Employment

Promotion Fund Manual; (h) personal data collection and processing in accordance with good international practice, roles and responsibilities for Project implementation; and (i) such other administrative, financial, technical and organizational arrangements and procedures as shall be required for the Project; as said manual may be modified from time to time, with the prior written approval of the Association, and such term includes any schedules to such manual.

20. "Project Implementation Unit" means a unit established and maintained by the Recipient; as referred to in Section I.A.2.(b) of Schedule 2 to this Agreement, or any successor thereto.
21. "Project Steering Committee" means the steering committee established and maintained by the Recipient; as referred to in Section I.A.2.(a) of Schedule 2 to this Agreement, or any successor thereto.
22. "Signature Date" means the later of the two dates on which the Recipient and the Association signed this Agreement and such definition applies to all references to "the date of the Financing Agreement" in the General Conditions.
23. "Social Insurance Fund" or "SIF" means the fund established and operating in accordance with the Recipient's Law on Social Insurance of May 14, 1994, as amended from time to time.
24. "SIGO" means the Recipient's Social Insurance General Office, established and operating within the MLSP, or any successor thereto.
25. "SIF Contribution" means a subsidy to be made by the Recipient out of the proceeds of the Financing in the name of the Beneficiary to the Social Insurance Fund; and "SIF Contributions" means, collectively, all such SIF Contribution.
26. "Training" means the reasonable costs of goods and services required for the participation of personnel involved in training activities, workshops and study tours under the Project, including travel and subsistence costs for training, workshop and study tour participants, costs associated with securing the services of trainers, rental of training and workshop facilities, preparation and reproduction of training and workshop materials, and other costs directly related to training course, workshop or study tour preparation and implementation, but excluding consultants' fees and salaries, bonuses, fees and honoraria or equivalent payments of members of the Recipient's civil service.