



**WORLD FEDERATION
OF ENGINEERING
ORGANIZATIONS**



ENGINEERING COUNCIL OF ZIMBABWE

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WFEO Standing Committee on Anti-Corruption (WFEO-CAC)

**Strategic Plan
2015-2019**

**Revised
30 September 2018**

1.0 Executive Summary of CAC Strategic Plan

This Strategic Plan is the result of wider consultations of the stakeholders of the WFEO Committee on Anti-Corruption (CAC). It addresses transitional issues as well as long-term strategic transformation of the committee. It was first presented and approved at the CAC meeting of December 2014 in Paris. **The strategy was reviewed in 2015, and more recently in September 2018 to articulate its focus to the relevant Sustainable Development Goal (SDG16) and to align with the current WFEO Strategic Plan. These reviews are ongoing and will involve all committee members and the wider WFEO Constituencies.**

The Committee on Anti-Corruption's vision is to promote zero tolerance to corruption. The Mission Statement is to execute thematic, results-oriented programmes for 2015-2019 that raises awareness and increases the understanding of the global, regional, engineering and policy issues and solutions for the combating of corruption in infrastructure and vital services. The Committee will advocate for eradication of corrupt practices in engineering projects and practice through the enforcement of sound management practices and ethical professional practice.

The other strategic activities were to develop and promulgate appropriate anti-corruption practices in the least developed, developing and developed countries in engineering and related industries. This will be achieved through engaging appropriate stakeholders including the United Nations agencies, international non-government organizations and national members of World Federation of Engineering Organizations to provide anti-corruption advice and strategies.

The following are the themes for 2015-2019:

- (a) **Contributing to the WFEO SDGs framework by working towards achieving SDG 16 and its relevant targets by 2030.**
- (b) Partnerships, Co-operations, Global Alliances and Networking
- (c) Anti-Corruption Capacity Building, Awareness, Training and Development of Systems
- (d) Anti-Corruption Projects and co-operative initiatives
- (e) Anti-Corruption Publications (webinars, newsletters, magazines)

This committee shall assume its responsibilities and operate in accordance with the Standing Committees Rules Annex that is included as part of the WFEO Constitution which took effect following the WFEO General Assembly in September 2011. Sections of that Annex were incorporated in this plan under operations and finances.

The total CAC budget is € 30,300.00. The host ECZ will fund € 21,210.00 (70% of the budget). We will request about 5% (€ 1,515.00) from WFEO and the remainder of 25% (€ 7,575.00) will be funded through donors. The Chair and Secretariat manage and approve expenses for this budget once received. The Budget for the CAC is attached. The CAC will disclose the overall funding and staff support from host country in the budget. Each theme area is expected to provide volunteer resources that include a Chair and a committee of volunteers from the CAC membership and additional subject matter experts and other professionals engaged in the work.

The host country Zimbabwe has taken over the chairmanship of the Committee as approved at the WFEO Singapore 2013 General Assembly. This plan includes the task to secure the commitment of CAC members to retain the Engineering Council of Zimbabwe as the host and chair of the committee starting in January 2016, subject to the approval of the WFEO General Assembly.

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2.0 Introduction and Background

This strategic plan, which was formally, approved by CAC members during the December 2014 Committee meeting has been reviewed for approval by the Executive Board of WFEO. The Strategic plan is a living document that will evolve during execution. From time to time the plan may be amended as the work of the various themes progresses and future opportunities arise.

Several anti-corruption initiatives have been established in the international construction and engineering industry namely:

- ACET - Global Anti-Corruption Education & Training Project
- CIECI - Construction Industry Ethics & Compliance Initiative
- CoST - Construction Sector Transparency Initiative
- FIDIC - International Federation of Consulting Engineers
- GIACC - Global Infrastructure Anti-Corruption Centre
- UK Anti-Corruption Forum
- WEF PACI - World Economic Forum – Partnering against Corruption Initiative.
- OECD – The Organisation for Economic Co-operation and Development (OECD).

It is our humble aim and objective to interface with most of these during the next four years. We will assist the Executive Board to sign framework agreements with most of the above organizations to improve the level of our co-operation.

3.0 WFEO Vision, Mission and Strategic Objectives

3.1 Vision

To be the acknowledged global leader of the engineering profession.

3.2 Mission

To be the unified voice of the engineering profession in providing strategic engineering guidance to global society.

3.3 Strategic Objectives

A. External Objectives

- Be recognized as the respected and reliable source of advice and guidance on engineering and technology related issues for human well-being and natural environment management,
- Be at the forefront of international efforts in making the Engineering profession contribute that is scientifically and technologically achievable,

- Apply engineering and technology for promoting sustainable development, climate change adaptation, disaster risk mitigation, public health, and poverty alleviation,
- Facilitate mobility of Engineering professionals globally,
- Establish and maintain a global code of ethics for the professional practice of engineering,
- Promote diversity and inclusion in the engineering profession,

B. Internal Objectives

- Improve the financial condition, visibility, presence, and stature of WFEO,
- Expand the membership and the support of National and International members,
- Continuously improve the work of STCs and the quality of their outputs.

4.0 WFEO CAC VISION, MISSION

4.1 Our Vision

To be the leading voice on zero tolerance to corruption and best advocates for the reduction of corruption in the built environment.

4.2 Our Mission

In partnership with its national members and other WFEO standing committees, the WFEO CAC will execute thematic, results-oriented programmes for 2015-2019 that:

- Increases the understanding of the global, regional, engineering and policy issues and solutions for the combating of corruption in infrastructure and vital services;
- Gathers and disseminates information and provides recommendations on the eradication of corruption in infrastructure projects;
- Develops and promulgates appropriate anti-corruption practices in the least developed, developing and developed countries in engineering and related industries;
- Engages with the appropriate United Nations agencies, international non-government organizations and national members of World Federation of Engineering Organizations to provide anti-corruption advice and strategies;
- Further increase the profile and participation of the WFEO in the UN system by partnering with UNESCO and other agencies in combating corruption;
- Achieves recognition of the role and contributions of WFEO, the World Bank, and other international bodies and the worldwide engineering profession towards achievement of a corruption free built environment;
- Supports and raises WFEO's profile and participation in the work of UNESCO and OECD as it relates to engineering and Anti-corruption.

4.3 Our Mandate

The WFEO–CAC shall support the WFEO and the engineering profession worldwide by:

- Encouraging and supporting CAC theme leaders to organize international webinars, workshops and seminars related to their work within the strategic plan.
- Developing and promoting Anti-corruption policies, strategies and practices to combat corruption.
- Drafting practice guidelines and policies related to Anti-Corruption for the consideration and approval of the WFEO Executive Council and WFEO members.
- Participating as the WFEO representative in the UN System and representing WFEO at meetings of relating to corruption and professional practices.
- Representing the CAC as one of the WFEO delegates on issues to do with ethics, professional practice and anti-corruption.
- Communicating to the WFEO and the international community on the work of the CAC.

The WFEO–CAC 2015-2019 Strategic Plan focuses on themes focused to improve the utilization of limited financial and volunteer resources and enable more progress.

The plan is a “living” document that will evolve as the work progresses. It will be reviewed annually, and any adjustments will be reported in a timely manner to the WFEO Executive Board and Council. The committee to track progress and report to the WFEO Executive Board, Council and General Assembly will use the Plan, and any subsequent versions.

5.0 Our Focus SDG is Goal 16

UN Sustainable Development Goals: The SDGs are mainly about to reduce poverty follow a sustainable development path that looks after the needs of mankind without damaging the environment. There is strong link between poverty and corruption and governance, in particular in Africa. The CAC actions to fight corruption are at the heart of global efforts to reduce poverty. Our Key SDG Goal is Goal 16. Corruption is cross cutting and CAC has focused on the 16 and the specific targets listed below:





We will be focused on the following 4 SDGs targets:

- **16.5** - Substantially reduce corruption and bribery in all their forms
- **16.6** - Develop effective, accountable and transparent institutions at all levels
- **16.7** - Ensure responsive, inclusive, participatory and representative decision-making at all levels
- **16.8** - Broaden and strengthen the participation of developing countries in the institutions of global governance

WFEO CAC – Delivery of the of the SDG 16 through collaboration

We have also designed action plans for COLLABORATION with other STCs and our partners to deliver SDG 16 and are preparing a log-frame of the Committee interventions in line with our strategy and resources. We expect other STCs to do the same such that we will have the full coverage of all the 17 Goals and the 169 targets as WFEO.

6.0 Membership and Organization

The WFEO – CAC is hosted by Engineering Council of Zimbabwe and chaired by Eng. Martin Manuhwa, P.Eng. and a Past President of the Zimbabwe Institution of Engineers and the current Chairperson of the Engineering Council of Zimbabwe. He will continue to serve as Chair until 2019.

There are two categories of membership, Member and Corresponding Member. A Member is an active participant on one or more projects or initiatives of the committee, and likely to attend the

annual meetings of the Committee. If the Member is nominated and sanctioned by the WFEO Member Organization for their country, then this member has voting privileges for any motions put forward at CAC meetings. If the Member is not the official representative of the WFEO Member Country, they may participate in all activities and meetings of the CAC, but cannot vote. Recruitment of members will be an on-going effort.

A Corresponding Member is copied on such items as minutes, the newsletter, reports and so forth, participates in a supportive role but would not be leading a project and may or may not attend the annual face-to-face meetings of the CAC.

7.0 Current Reality Assessment: Who we are and where we are.

The table below gives an assessment of the operating environment of the committee under ECZ.

Table 1: Current Environmental Assessment

HOW ARE WE ORGANIZED (STRUCTURE) <ul style="list-style-type: none"> The key components of the structure are the Engineering Council of Zimbabwe secretariat, the WFEO CAC Executive and National WFEO Members. 	KEY INTERNAL STAKEHOLDERS <ul style="list-style-type: none"> WFEO Members Secretariat
TECHNOLOGICAL INFRASTRUCTURE <ul style="list-style-type: none"> Software (up to-date) Hardware (satisfactory) Networking (satisfactory) Website (needs to be regularly updated and maintained) SOCIAL AND ECONOMIC ISSUES <ul style="list-style-type: none"> Corruption Economy (project financing not enough) Apathy 	KEY EXTERNAL STAKEHOLDERS <ul style="list-style-type: none"> WFEO National members Governments Non-Governmental Organisations Industry and suppliers Other professional institutions Project promoters Schools, polytechnics and universities COMMON INTERESTS WITH EXTERNAL STAKEHOLDERS <ul style="list-style-type: none"> Training and Capacity Building Continuing professional development Networking Professional brands Skills development
COMPLINANCE OF THE ORGANIZATION TO THE LEGISLATIVE AND LEGAL REQUIREMENTS <ul style="list-style-type: none"> Registered with ECZ as an external Committee 	KEY POLITICAL ISSUES <ul style="list-style-type: none"> Culture of corruption Gender mainstreaming

8.0 SWOT Analysis

The table below gives the strengths, opportunities, weaknesses and threats of the CAC.

Table 2: Internal Environment SWOT Assessment

STRENGTHS <ul style="list-style-type: none">✚ Technical expertise in training of anti-corruption✚ Experience i.e. formed in 2007✚ Good relations with the national members✚ Committed Secretariat and established structures	OPPORTUNITIES <ul style="list-style-type: none">✚ Room for advocacy✚ Room for development (infrastructure)✚ Membership coverage
WEAKNESSES <ul style="list-style-type: none">✚ Poor lobbying✚ Inadequate training programmes✚ Low visibility✚ Poor communication & marketing	THREATS <ul style="list-style-type: none">✚ Liquidity crunch✚ Perceived low value of membership✚ Apathy✚ Non policing of regulations

9.0 Key Strategic Imperatives

The CAC considered the key strategic imperatives/ essentials that will glue the strategic plan together. The figure below shows the key strategic imperatives.

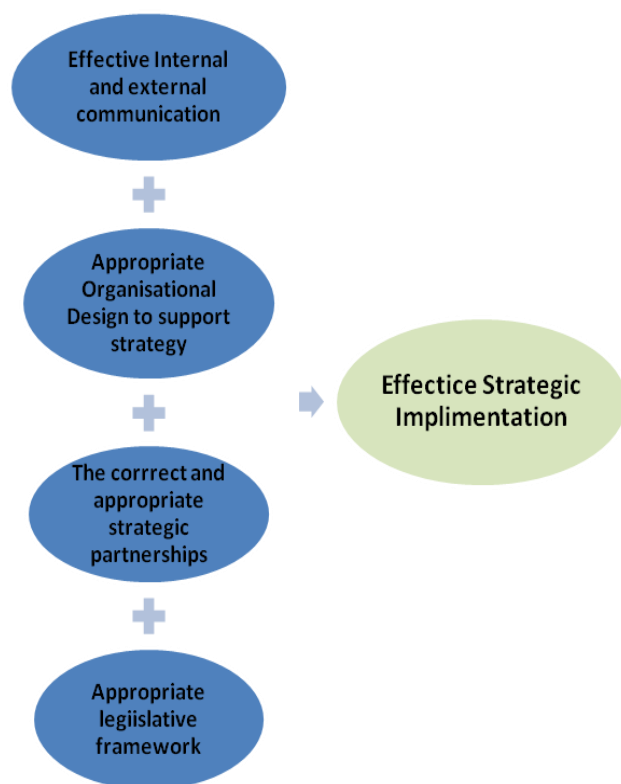


Figure 2: Key Strategic imperatives

10.0 Critical Success Factors

In order for CAC to successfully implement the strategic plan the following are the critical success factors:

- **Lobbying and advocacy**

Raising awareness and lobbying legislators for policing and strengthening the Anti-Corruption Acts in WFE0 member countries.

- **Opportunity identification**

For the Institution to continuously ensure that they add value to their members and are continually relevant.

- **Stakeholder engagement**

Identify and map stakeholder interests and ensure constant stakeholder engagement.

11.0 Membership and Organization

The WFEO – CAC 2011-2015 is hosted by Engineering Council of Zimbabwe and chaired by Martin Manuhwa, P.Eng. and a Past President of the Zimbabwe Institution of Engineers and the current Chairperson of the Engineering Council of Zimbabwe. He will serve as Chair for 2015-2015 and will serve a second term. Regional Vice-Chairs have been confirmed in most regions of the world and the remaining regions will be finalized in the fall of 2014. Staff at Engineering Council of Zimbabwe – headed by Eng. Ben Rafemoyo and his team, provides the Secretariat for the committee.

There are two categories of membership, Member and Corresponding Member. A Member is an active participant on one or more projects or initiatives of the committee, and likely to attend the annual meetings of the Committee. If the Member is nominated and sanctioned by the WFEO Member Organization for their country, then this member has voting privileges for any motions put forward at CAC meetings. If the Member is not the official representative of the WFEO Member Country, they may participate in all activities and meetings of the CAC, but cannot vote. Recruitment of members will be an on-going effort.

A Corresponding Member is copied on such items as minutes, the newsletter, reports and so forth, participates in a supportive role but would not be leading a project and may or may not attend the annual face-to-face meetings of the CAC.

The organogram of CAC is shown below:

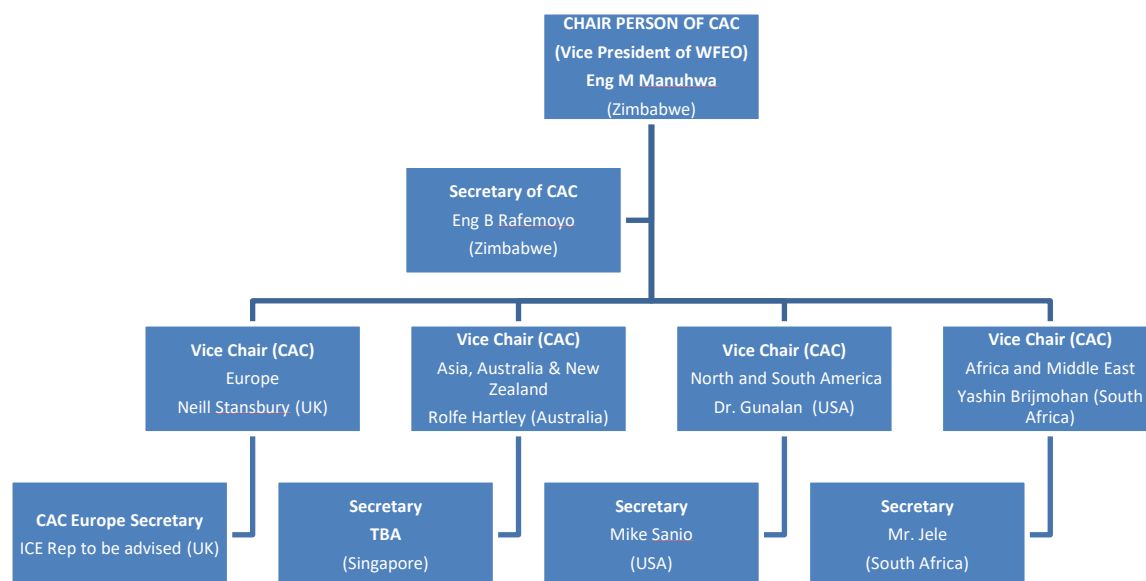


Figure 3: The Executive Committee of CAC

The CAC Advisory Council comprises of senior members of the Committee who are listed below.

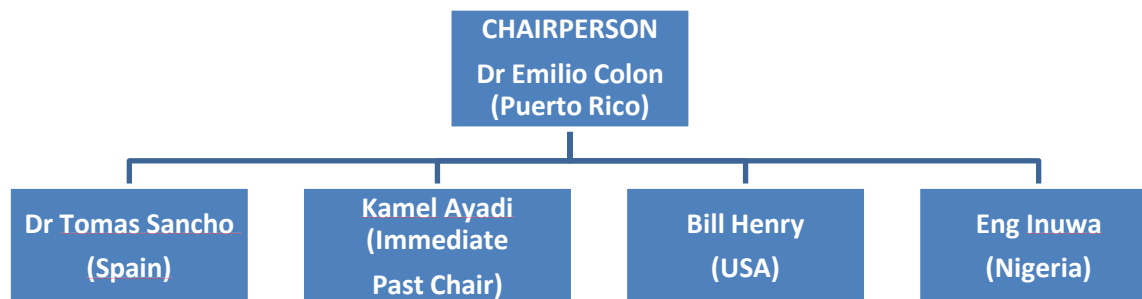


Figure 4: The Advisory Council of CAC

12.0 Themes – Past and Future Activities

The Strategic Plan is organized into themes, using the mission and objectives of the WFEO and the WFEO-CAC as the context for the work.

The following are the themes for 2015-2019:

- (a) Contributing to the WFEO SDGs framework by working towards achieving SDG 16 and its relevant targets by 2030.
- (b) Partnerships, Co-operations, Global Alliances and Networking
- (c) Anti-Corruption Capacity Building, Awareness, Training and Development of Systems
- (d) Anti-Corruption Projects and co-operative initiatives
- (e) Anti-Corruption Publications (webinars, newsletters, magazines)

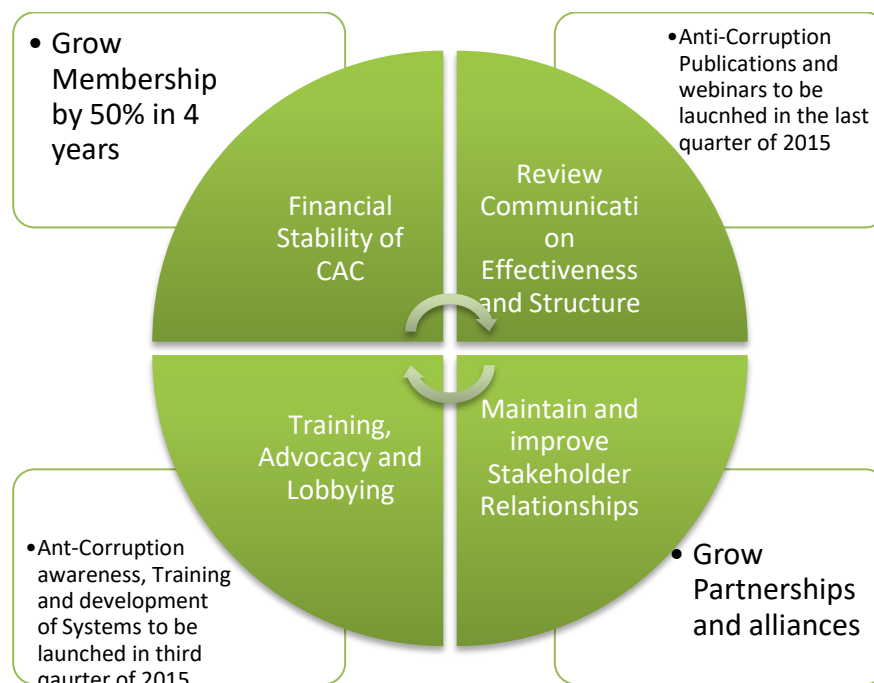


Figure 5: Key Milestones 2015-2019

Alliances and partnership are crucial in addressing corruption. The committee has placed this issue on top of its priorities. There are a large number of initiatives initiated by international organisations to address corruption. This issue is on the agenda of every stakeholder such as Governments, business associations, funders and donors, international organisations, etc. For this reason the committee has sought, from the early beginning, to learn about ongoing initiatives in order to identify partners and join forces with them.

12.1 Cooperation with the UNDP

Over the past two years (2011-2013) the CAC has been heavily involved in UNDP programmes on corruption in the MENA region. The CAC chairman served as a member of the UNDP task force that was created to develop training courses on business integrity for small and medium size enterprises .The CAC was represented in a number of UNDP workshops and training held in Tunis and Cairo.

12.2 Triangular cooperation: UNDP/WFEO-CAC/CSOs

The CAC was also requested by the UNDP to provide technical assistance to nascent civil society organizations in Tunisia. Following a funding request that was presented by the CAC to provide training to NGOs in Tunisia, the UNDP has provided a grant equal to 50,000 USD to one nascent NOG, Engineers Without Borders .The grant management is done by the beneficiary organization, however the technical program is being handled by the CAC.As part of this grant, the CAC provided and managed the delivery of twelve events, including six (6) training workshops.

12.3 Cooperation with Foundation for The Future

Triangular cooperation proves to be an efficient concept. Funding agencies show willingness to support nascent civil societies organizations to working on corruption provided technical assistance is provided by a third party. The Foundation for the Future, a funding agency has accepted to provide a grant to Engineers Without Borders to develop a training program to its affiliates and members and civil society activists, based on the same principle presented in the previous paragraph .The grant is equal to 15,000 USD the CAC is in charge of the design and delivery of the training. The request to the funding agency, FFF was presented by both the WFEO/CAC and EWB.

12.4 Cooperation with the Ministry of Foreign Affairs of the Netherlands

A similar program to the previous one has also been implemented with support of the Ministry of Foreign Affairs of the Netherlands. The latter has accepted to provide a funding equal to 50,000

USD to train nascent civil society organizations in Tunisia on corruption and ethics. The program was completed in 2012 and has produced good impact.

12.5 Cooperation with World Justice Project

The WJP is leading a global, multidisciplinary effort to strengthen the rule of law for the development of communities of opportunity and equity. The CAC has been involved over the past two years in the WJP main initiatives. This includes contribution to the WJP Rule of Law Index, participation in the WJP world forum in The Hague, July 2013, and hosting the WJP workshop on Rule of Law and corruption held in Tunis in June 2012.

12.6 Cooperation with International Organization for Standardization (ISO)

The ISO has established a Project Committee which has been tasked with agreeing whether it is appropriate for ISO to publish an anti-bribery standard, and, if so, to agree the scope and wording of the standard. Neill Stansbury, who is a member of the WFE0 Anti-Corruption Standing Committee, has been appointed Chairman of the ISO Project Committee.

The CAC is strongly in support of the new ISO standard, and passed a resolution calling for the creation of such a standard at its meeting in Geneva in September 2011. The WFE0 CAC has been granted observer status and was invited to attend the first meeting of the committee that was held in London in June 2013.

12.7 Capacity Building

Members of the CAC have conducted a number of training workshops in a number of countries. The CAC chairman has moderated 15 training workshops in Tunis. Beneficiaries were civil society members and engineers working in public and private sectors.

One of the major achievements of the CAC over the past two years was the consolidation of the WFE0 status as a trusted advisor to international organizations on corruption in infrastructure. This was true since the CAC was requested by the UNDP to deliver a capacity building programme on corruption to nascent civil society organizations. The committee was also successful in engaging in collective actions through the establishment of alliances with a number of partners, such as the GIACC, WJP, Foundation For the Future, the British Standards Institution etc. The CAC focus over the past two years was on Africa and Middle East where corruption is rampant.

Responsibility and Sustainability: The CAC has organized a number of events on Corporate Social Responsibility, and Social Accountability. CAC is promoting the CSR, particularly dimensions related to transparency, business ethics, sustainability etc. The CAC has developed expertise to help enterprises integrate anti-corruption mechanisms to foster sustainability and accountability. The CAC has been working with World Bank and the Foundation For Future to implement social accountability tools, such as participatory budgeting and local governance.

Infrastructure is one of the most corrupt industries. Every year, 10 % of global expenditures on infrastructure are being lost in bribery. Engineers are well positioned to address this issue, given their crucial role in building infrastructure, from design, execution, tendering and maintenance. For this reason, international community expects engineers to be leading global efforts and providing advice and solution as to how best corruption in infrastructure could be addressed. This is a social and moral responsibility of engineers, and consequently of the WFEO and its members organizations as a whole. The CAC was established in 2007 for the purpose of engaging the worldwide engineering community in the global efforts to fight corruption. The main mission of the CAC is to provide advice and guideline for WFEO member organizations on how to develop local strategies to encourage engineers to play a proactive role in the fight against corruption.

The table below gives the strategic themes, leadership and the outputs expected from the initiatives.

Table3: CAC Strategic Themes (see table below)

Theme	Leaders	Objectives	Goals
1- Anti-corruption Awareness, Training and Development of Systems	Mr. Neill Stansbury (United Kingdom) and Emilio Colon (Porto Rico)	<p>Create WFEO CAC Anti-corruption programmes during the next 4 years.</p> <p>Adopt the Project Anti-Corruption System (PACS) for WFEO National members.</p> <p>Create Anti-corruption tools for WFEO Members.</p> <p>Carryout Anti-corruption training^{[[1]]}_{SEP}.</p> <p>Give Advise on Dealing with corruption</p>	<p>To achieve formal adoption of WFEO/GIACC anti-corruption programmes by governments, funders, project owners, companies and business associations/professional institutions.</p> <p>WFEO members to Update and adopt a set of measures designed to help prevent corruption on major projects.</p> <p>Ensure that WFEO CAC designs tools for its national members to adopt during the 4-year period.</p> <p>The creation of customized WFEO anti-corruption training modules as well as training of trainers and other stakeholders to be done periodically.</p> <p>Advice on how organisations, individuals and the public can deal with corrupt situations.</p> <p>Give Information on anti-corruption conventions, forums, indices and surveys,</p>
2. Capacity Building	Mr. Kamel Ayadi – TUNISIA and Mr. Jele – South Africa	Develop models for Anti-corruption Capacity Building	Build a compendium of Anti-corruption Capacity development programmes,
3. Partnerships, Co-operations, Global Alliances	USA – Dr, Gunalan	To develop and improve partnership management during the 4 year period	To network and co-ordinate projects with the world bank, UNDP, and WFEO National members.
4. Anti-Corruption Projects and co-operative initiative.	Mr. Yashin Brijmohan – South Africa (ECSA).	To create a project portfolio of Anti-corruption activities.	To create projects and activities in all the continents.
5. Anti-Corruption Publications (webinars, newsletters, magazines)	Rolfe Hartley from Engineers Australia (rolfe.hartley@bigpond.com)	Produce the agreed publications to cover the CAC mandate	To communicate effectively to all the members

13.0 Operations and Budget

13.1 Meetings

The CAC will hold one face-to-face meeting each year, normally between September and December. This meeting will be held in conjunction with the bi-yearly WFEO General Assembly, and with the WFEO Executive Council Fall meeting in the alternate years. The meeting is normally one day and all theme leaders are asked to attend.

The Chair and Secretariat will prepare the agenda and meeting materials for distribution to all CAC members at least 10 days before the date of the meeting. The Secretariat will prepare a detailed meeting summary that includes action items and decisions made at these meetings.

The executive committee of the CAC, i.e. the chair and the regional vice presidents, may wish to organize one or two teleconferences of the committee between meetings.

13.2 Newsletter

The CAC shall produce a newsletter twice yearly. The newsletter focuses on one of the themes in the strategic plan and the theme leader is asked to assist in the coordination of articles for the publication. The newsletter will include a message from the Chair as well as a list of upcoming meetings, workshops and events that are related to the themes in the strategic plan. A portion of the budget for the CAC received from WFEO will be used to engage a professional editor to assist in the preparation of the newsletter.

13.3 WFEO Website

The CAC website has been updated and is hosted at the WFEO main website. The Secretariat will have responsibility for the transmission of files to be placed on the CAC portion of WFEO's website – www.wfeo.net.

13.4 Membership

The Secretariat will maintain a current list of members and their contact information. Periodically CAC members will be polled to ensure their contact information and membership is accurate.

13.5 Budget

The total CAC budget is € 30,300.00 and CAC will request a small portion of budget from the WFEO that is allocated on a year-by-year basis. We will require about 5% (€ 1,515.00) of the total budget from the WFEO. The Chair and Secretariat will manage and approve expenses for this budget once received. The 2015 Budget for the CAC is attached as Appendix 1.

The CAC will disclose the overall funding and staff support from host country in the budget

Each theme area is expected to provide volunteer resources that include a Chair and a committee of volunteers from the CAC membership and additional subject matter experts and other professionals engaged in the work. The Secretariat, through the WFEO-allocated budget, can support certain expenses for themes on application and approval as well as limited secretariat services. No budget can be allocated for travel support.

13.6 Other Sources of Funding

The Secretariat and Chair will support efforts towards securing funding from external sources e.g. International Financial Institutions, United Nations and other international agencies e.g. Rockefeller Foundation to support individual events, activities or projects for the themes. These will be pursued on a case-by-case basis and limited to supporting the theme areas and by request by the theme leader or on an opportunity basis.

The lead country for each theme will be responsible to secure its own funding and volunteers for its activities. The Chair and Secretariat will provide assistance as time and resources permit.

13.7 Reporting

The Chair and Secretariat will prepare and submit annual and bi-annual written reports on the work of the CAC to the WFEO. As well, the Chair will attend meetings of the WFEO Executive Council in his capacity as a Vice-President of WFEO as well as representing the CAC as Chair. He will present verbal progress reports on the CAC's work.

14.0 Succession Planning

2011-2015 will be the First term for Engineering Council of Zimbabwe as host country for the CAC. The ECZ will require a second term to fulfill its mandate. The Chair and Secretariat will work with theme leaders to ensure that the activities of the committee are preserved.

15.0 Contact Information

Questions or inquiries about this strategic plan or the work of the themes may be directed to the Chair or the Secretariat. The following is the list of contacts:

Mr. Martin Manuhwa, FZwIE, P.Eng.
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Chair, Committee on Anti-corruption
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Mr. Ben Rafemoyo, FZwIE, P.Eng.
Chief Executive Officer - ECZ
WFEO-CAC Secretariat
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WFEO-CAC Secretariat
Engineering Council of Zimbabwe
ecz@ecz.co.zw

Appendix 1

2015 Budget for the Committee on Anti Corruption WFEO

A	Secretariat Costs of the WFEO CAC in Zimbabwe		
	Employment of a CAC Admin Officer		
		Per Month	Per Year
	Salary for support staff for Committee (one post)	€ 700.00	€ 8,400.00
	Staff allowances	€ 200.00	€ 2,400.00
	Office Rentals and Utilities	Uses ECZ Offices	
B	Office Furniture and Equipment		
	Office Projector and Presentation Equipment at Seminars		€ 1,000.00
	Furniture for CAC Office		€ 400.00
	Consumables (Stationery, Cartridges etc)		€ 600.00
C	Workshops and Training Seminars		
	CAC SAFE0 Workshop Livingstone, Zambia, 30 April 2015		€ 4,000.00
	CAC Training and Capacity Building		€ 4,000.00
	CAC Victoria Falls Training Seminar, Zimbabwe, October 2015		€ 4,000.00
	CAC WECC2015, Kyoto, Japan, December 2015		€ 4,000.00
	Travelling and subsistence of presenters		€ 1,500.00
	Total		€ 30,300.00

Budgetary Notes

ECZ will cover 70%	€ 21,210.00
5% budgetary support is being sought from WFEO	€ 1,515.00
25% Fundraising	€ 7,575.00