

# World Bank Core Course on Pensions



This course aims to provide policymakers, pension fund administrators and other key stakeholders involved in pension policy and implementation with an overview of the latest thinking about pension design and management as well as a review of lessons from recent pension reforms around the world. The program combines in-depth analysis of public pension reform and management issues with country case studies and country reform exercises.

## Objectives

- Present the main issues and concepts in public and private pension systems, including adequacy, affordability and sustainability of current schemes and the need for reform.
- Evaluate the main reform options.
- Learn from country experience including those that have adopted or are in the process of considering reforms.
- Analyze performance in pension governance, administration, and investment management.

## Target Audience

- Policymakers and technical staff with responsibilities in the design and implementation of pension policy
- High level staff of Pension and Social Security administration and supervision agencies
- Pension fund staff and other key stakeholders affiliated with pension funds in developing countries

## Content

- Objectives of Mandatory and Voluntary Pension Systems
- Pension systems and reforms. Laying the diagnosis and mapping out reforms.
- Projecting pension liabilities. The World Bank's PROST model.
- Pension reform options: a) Parametric reforms; b) Funded schemes; c) Multipillar schemes; d) Notional Accounts.
- Coverage of pension systems. Extending the coverage through non-contributory social pensions
- Interactions between pension systems and capital markets
- Reforms for the Civil Service Pension schemes
- Institutions, governance and administration of pension systems
- Managing public pension reserves
- Regulation and supervision of pension systems
- Tax treatment of pension contributions, funds and pay-outs
- Annuitization of pensions
- Disability and survivorship pensions
- The political economy of Pension reforms
- Case studies and examples from developed and developing countries

## Speakers

The list of speakers includes recognized experts in Pensions from the World Bank as well as from other international organizations, academics, private consultants and policy makers from around the world.

# World Bank Core Course on Pensions

## Language

The course will be delivered in English. Simultaneous translation can be made for groups of five or more based on the number of participants who request these services.

## Costs

The costs of tuition and fees will be US\$ 3,000. There is a 10% discount for delegations of 3 or more participants. Travel and subsistence costs will be at the expense of participants. The course organizers will provide hotel information.

## Registration: The recommended deadline for registration is September 30, 2009

You may register by email or fax by submitting the registration form.

Email registration: [vzhang@worldbank.org](mailto:vzhang@worldbank.org) and please copy [mdorfman@worldbank.org](mailto:mdorfman@worldbank.org)

Fax registration: (+ 1) 202-522-7247

Confirmation will be based on the number of places available and will require full payment of fees (subsequent to application acceptance).

## Information

Updated information can be found in the World Bank Pension's Webpage:

<http://go.worldbank.org/EROLWOYMG0>

## For further information, please contact:

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Address: World Bank, 1818 H Street, N.W. Washington DC, 20433 USA

**Course Director:** Mark Dorfman

# World Bank Pensions Core Course 2009

November 9 to 20, 2009

Washington, D.C. – Room MC 2 - 131

## DRAFT COURSE AGENDA

This course aims to provide policymakers and other stakeholders in developing countries with an overview of the approaches for analyzing pension systems and policy and institutional reform options. The course reviews the lessons from recent pension reforms around the world and uses team exercises for participants to explore reform options for developing country examples. Speakers include recognized experts in Pensions from the World Bank as well as from other international organizations.

The agenda includes the application of different pedagogical methods including:

- formal instructional presentations on the key approaches to the design and reform of public and private pension systems and institutional development challenges;
- presentations from select case studies illustrating the challenges and lessons learned from different reform measures employed; and
- hands-on participatory workshop sessions in which course participants will work in groups to design reform programs for country cases which apply the instructional content.

The program agenda is organized as follows:

Day 1	Introduction: Framework for Pension Analysis, A Typology
Day 2	I. Design Options
Day 3 (shortened session)	I. Design Options (Cont.)
Day 4	II. Diagnostic Techniques
Day 5	III. Country Experience
Day 6	IV. Governance and Investment Management
Day 7	V. Administration, Regulation, and Supervision
Day 8 (shortened session)	VI. Special Issues
Day 9	VI. Special Issues (Cont.)
Day 10 (shortened session)	Presentation of Group Reform Programs

## Day 1: Introduction Framework for Pensions Analysis: A Typology

<b>Monday, November 9</b>	
<b>8:00-9:00</b>	<b>Registration &amp; Breakfast</b>
<b>9:00-10:00</b>	<b>Session 1: Welcome to Participants</b> <ul style="list-style-type: none"> <li>▪ Opening Remarks - Objectives, Format, Logistics</li> <li>▪ Open Discussion by Course Participants of Expectations and Desired Results</li> </ul>
<b>10:00-10:30</b>	<b>Coffee Break</b>
<b>10:30-12:00</b>	<b>Session 2: A Framework for Analysis of International Pension Objectives, Challenges and Reform Issues</b> <ul style="list-style-type: none"> <li>▪ Objectives of Public and Private Pension Systems</li> <li>▪ Common challenges: Global Aging, Globalization, Changes in Family Patterns, Long-term international financial market trends</li> <li>▪ Metrics for Evaluation: adequacy, affordability, predictability, equity, sustainability and robustness.</li> <li>▪ Dimensions of reform: changes to pension architecture, parameters, funding strategy, risk-sharing.</li> <li>▪ Role of Governments, employers, employees, families and mix of risk-sharing.</li> </ul>
<b>12:00-12:45</b>	<b>Session 3: An Analytical Typology and Course Organization</b>
<b>12:45-2:00</b>	<b>Lunch Break</b>
<b>2:00-3:30</b>	<b>Session 4: Pension Concepts and Identities</b> <ul style="list-style-type: none"> <li>▪ Demographic parameters: Fertility, Mortality, Longevity, Disability</li> <li>▪ Economic parameters: Wage growth, interest rates, rates of return on pension assets, discount rates.</li> <li>▪ System qualifying conditions: firm size, minimum income thresholds, vesting requirements.</li> <li>▪ System benefit parameters: accrual rate and target replacement rate, contribution rates and income thresholds, retirement age, valorization, benefit indexation.</li> <li>▪ System contribution rates, floors and caps on covered wages, basic salary verses total compensation.</li> <li>▪ Relationship between input parameters and system qualifying conditions and benefits and long-term system financial sustainability.</li> </ul>
<b>3:30-4:00</b>	<b>Coffee Break</b>
<b>4:00-5:00</b>	<b>Workshop Session 1: Introduction to Group Projects</b> <ul style="list-style-type: none"> <li>▪ Objectives of the Group Exercises</li> <li>▪ Formation of Working Groups</li> <li>▪ Formulation of Reform Needs</li> <li>▪ Formulation of Reform Strategy</li> <li>▪ Expected Outcomes</li> <li>▪ Distribution of Template for Group Exercises</li> </ul>

## Day 2: Design Options

Tuesday, November 10	
8:30-9:00	<b>Breakfast</b>
9:00-10:30	<p><b>Session 5: Earnings-related Partially Funded and PAYG Schemes – Objectives, Parametric Reform Options and Experience</b></p> <ul style="list-style-type: none"> <li>▪ Relationship between qualifying conditions, contributions, benefits and long-term system financial sustainability (continued).</li> <li>▪ Rationale behind parametric reforms: limiting present or future fiscal burden.</li> <li>▪ Clarifying pension objectives – setting parameters consistent with objectives: targeted population, income replacement, minimum income support/insurance against poverty, coinsurance of other risks, system sustainability.</li> <li>▪ Reforming qualifying conditions: qualifying conditions: firm size, minimum income thresholds, vesting requirements.</li> <li>▪ Reforming contribution rates.</li> <li>▪ Reforming benefit parameters: accrual rates, retirement age, valorization, benefit indexation.</li> </ul>
10:30-11:00	<b>Coffee Break</b>
11:00-12:00	<p><b>Session 6: Funded Schemes, 2<sup>nd</sup> Pillar Reforms and Modifications</b></p> <ul style="list-style-type: none"> <li>▪ Funding options</li> <li>▪ Enabling conditions for introducing funded schemes</li> <li>▪ Benefits and risks of funded schemes and who bears which risks</li> <li>▪ Centralized verses decentralized</li> <li>▪ Investment responsibility – central, corporate, individual</li> <li>▪ Necessary conditions for privately-managed funded schemes</li> <li>▪ Options for funding transition costs</li> </ul>
12:00-1:30	<b>Lunch Break</b>
1:30-3:00	<p><b>Session 7: Non-financial (Notional) Defined Contribution Schemes</b></p> <ul style="list-style-type: none"> <li>▪ Rationale</li> <li>▪ Technical framework</li> <li>▪ Pros and cons, benefits and risks</li> <li>▪ Results to date</li> </ul>
3:00-3:30	<b>Coffee Break</b>
3:30-5:30	<p><b>Session 8: Rural Pensions and Voluntary Savings Schemes</b></p> <ul style="list-style-type: none"> <li>▪ Characteristics and Needs of Rural Workers and Retires matching Defined Contribution Approach Links between Pre-and Post-retirement Subsidies</li> </ul>
6:00 – 7:30	Welcome Reception for Participants

Day 3: Design Options (Cont.)

Wednesday, November 11	
8:30-9:00	<b>Breakfast</b>
9:00-10:00	<b>Session 9: Social Pensions</b>
10:00-10:15	<b>Coffee Break</b>
10:15-11:30	<b>Session 10: Occupational Pension Schemes and Other Voluntary Pension Arrangements</b> <ul style="list-style-type: none"> <li>▪ Design options</li> <li>▪ Regulatory and supervisory requirements</li> <li>▪ Tax incentives</li> <li>▪ Impact on increasing pension savings</li> </ul>
11:30-11:45	<b>Coffee Break</b>
11:45-1:00	<b>Session 11: Civil Service Pension Reform Needs and Options</b> <ul style="list-style-type: none"> <li>▪ Objectives and constraints: Fiscal sustainability, the package of incentives to attract and retain public servants</li> <li>▪ Typology of civil service schemes – integrated/parallel with public schemes</li> <li>▪ Alignment of labor market incentives between public and private sector workers</li> <li>▪ Achieving portability for labor market efficiency</li> <li>▪ Financing strategies</li> <li>▪ Reform options</li> </ul>
	<b>EARLY DISMISSAL</b>

## Day 4: Diagnostic Techniques

Thursday, November 12	
8:30-9:00	<b>Breakfast</b>
9:00-10:30	<p><b>Session 12: Mapping out a Reform - The Diagnostic Process and Modeling Pension Benefit Entitlements</b></p> <ul style="list-style-type: none"> <li>▪ Reviewing the Current and Desired Objectives of the Pension System               <ul style="list-style-type: none"> <li>➤ Income replacement</li> <li>➤ Coinsurance of risks</li> <li>➤ Minimum income support/insurance against vulnerability</li> <li>➤ Sustainability</li> <li>➤ Intergenerational resource transfers</li> <li>➤ Savings mobilization</li> </ul> </li> <li>▪ Reform of oversight</li> <li>▪ Existing structure of modalities, institutions and instruments</li> <li>▪ A methodology for determining if the structure is fulfilling the desired objectives – constructing a projection baseline</li> <li>▪ Mapping out reform options               <ul style="list-style-type: none"> <li>➤ Parametric and structural reform options-responsibility and risk</li> <li>➤ Financing reform options</li> <li>➤ Administrative reforms</li> <li>➤ Reform of oversight</li> <li>➤ Modeling Pension Benefit Entitlements using the Axia Apex Model</li> </ul> </li> </ul>
10:30-11:00	<b>Coffee Break</b>
11:00-12:30	<p><b>Session 13: Simulating baseline and reform option scenarios applying the Pension Reform Options Simulation Toolkit (PROST)</b></p> <ul style="list-style-type: none"> <li>▪ Required data inputs</li> <li>▪ Options for setting and testing demographic and macroeconomic assumptions.</li> <li>▪ Options for measurement and valuation of rights for past service</li> <li>▪ Testing for robustness</li> <li>▪ Application of PROST to an actual country case to provide instruction on the process of completing and reconciling the input file for a baseline scenario;</li> <li>▪ Analyzing the results indicated in the baseline,</li> <li>▪ Simulating the impact of multiple parametric reforms; and</li> <li>▪ Simulating the impact of a structural reform scenario.</li> </ul>
12:30-2:00	<b>Lunch Break</b>

## Day 4: Diagnostic Techniques

2:00-3:00	<p><b>Session 14: Applying the Pension Reform Options Simulation Toolkit (PROST) to Case Examples</b></p> <ul style="list-style-type: none"> <li>▪ Required data inputs</li> <li>▪ Options for setting and testing demographic and macroeconomic assumptions.</li> <li>▪ Options for measurement and valuation of rights for past service</li> <li>▪ Testing for robustness</li> <li>▪ Application of PROST to an actual country case to provide instruction on the process of completing and reconciling the input file for a baseline scenario;</li> <li>▪ Analyzing the results indicated in the baseline,</li> <li>▪ Simulating the impact of multiple parametric reforms; and</li> <li>▪ Simulating the impact of a structural reform scenario.</li> </ul>
3:00-3:30	<p><b>Coffee Break</b></p>
3:30-5:00	<p><b>Session 15: Pension Reform Challenges and Trends in South Asia</b></p> <ul style="list-style-type: none"> <li>▪ Common characteristics – demographic and economic</li> <li>▪ Characteristics of existing policies and institutions</li> <li>▪ Reform needs and challenges</li> <li>▪ Reform options undertaken and under consideration</li> </ul>
5:00-6:00	<p><b>Workshop Session 2: Assessment of Country Conditions</b></p> <ul style="list-style-type: none"> <li>▪ Diagnosis of Key Reform Needs</li> </ul>

## Day 5: Country Experiences

Friday, November 13	
8:30-9:00	<b>Breakfast</b>
9:00-11:00	<b>Session 16: Pension Reform Challenges and Trends in Latin America</b> <ul style="list-style-type: none"> <li>▪ Common characteristics – Economic composition, pension system architecture, coverage</li> <li>▪ Common design characteristics – Defined benefit PAYG, provident funds, social pensions</li> <li>▪ Common reform designs</li> </ul>
11:00-11:30	<b>Coffee Break</b>
11:30-1:00	<b>Session 17: Pension Reform Challenges and Trends in The Middle East and North Africa</b> <ul style="list-style-type: none"> <li>▪ Common characteristics – Economic composition, pension system architecture, coverage</li> <li>▪ Common design characteristics – Defined benefit PAYG, provident funds, social pensions</li> <li>▪ Common reform designs</li> <li>▪ Remaining Issues to be addressed</li> </ul>
1:00-2:00	<b>Lunch Break</b>
2:00-3:30	<b>Session 18: Pension Reform in Sub Saharan Africa</b> <ul style="list-style-type: none"> <li>▪ Existing policy designs and institutional frameworks</li> <li>▪ Key reform needs</li> <li>▪ Experience of Parametric and Structured Reforms to date</li> </ul>
3:30-4:00	<b>Coffee Break</b>
4:00-5:30	<b>Session 19: Pension Reform Challenges and Trends in Europe and Central Asia</b> <ul style="list-style-type: none"> <li>▪ Common reform needs – improving fiscal sustainability and incentives</li> <li>▪ Common approaches</li> <li>▪ Recent adjustments in multipillar schemes</li> <li>▪ Continuing Challenges: coverage and costs</li> </ul>

## Day 6: Governance and Investment Management

Monday, November 16	
8:30-9:00	<b>Breakfast</b>
9:00-10:00	<b>Session 20: Governance Administration Regulation and Supervision</b> <ul style="list-style-type: none"> <li>▪ Guidelines for Governance of Public Pension Funds</li> </ul>
10:00-10:30	<b>Coffee Break</b>
10:30-12:30	<b>Session 21: Pension Investment Management Framework</b> <ul style="list-style-type: none"> <li>▪ Governance Structure</li> <li>▪ Investment Policy</li> <li>▪ Investment Management</li> <li>▪ Risk Management</li> <li>▪ Performance Measurement</li> <li>▪ Accounting and Reporting</li> </ul>
12:30-2:00	<b>Lunch Break</b>
2:00-3:30	<b>Session 22: Challenges of The Design of Annuity</b> <ul style="list-style-type: none"> <li>▪ Requirements for development of private annuities markets</li> <li>▪ Annuity of public schemes- best practice parameters</li> <li>▪ Phased withdrawal alternatives</li> <li>▪ Insurance policies to cover longevity risks.</li> <li>▪ Reflection on case studies to date.</li> </ul>
3:30-4:00	<b>Coffee Break</b>
4:00-6:00	<b>Workshop Session 3: Work on group projects</b>

## Day 7: Administration, Regulation and Supervision

# Course Agenda

Tuesday, November 17	
8:30-9:00	<b>Breakfast</b>
9:00-10:30	<b>Session 23: Pension Administration – Collections and Data Management</b> <ul style="list-style-type: none"> <li>▪ Collection of pension contributions</li> <li>▪ Institutional setup and operational requirements</li> <li>▪ Organization of information flows</li> <li>▪ Issues in collection unification with other programs</li> <li>▪ Reforms with instituting individual accounts</li> <li>▪ Cost implications of various options</li> <li>▪ General IT requirements</li> <li>▪ Key decisions in developing/procuring MIS</li> <li>▪ Operational innovations in expanding the coverage</li> <li>▪ Public policy choices surrounding personal identification numbers.</li> </ul>
10:30-11:00	<b>Coffee Break</b>
11:00-12:30	<b>Session 24: Pension Administration – Design and Reform Options (Cont)</b> <ul style="list-style-type: none"> <li>▪ Administration of benefit payments</li> <li>▪ Institutional setup</li> <li>▪ Identification of members</li> <li>▪ Handling and decision making on claims</li> <li>▪ Setup of disability identification and payments</li> <li>▪ Survivors provisions and payment administration</li> <li>▪ Payment systems and methods</li> <li>▪ Innovative solutions in identifying members</li> <li>▪ Options with payment service providers</li> <li>▪ Issues in universal pension program management</li> <li>▪ Cost implications of different design options</li> </ul>
12:30-2:00	<b>Lunch Break</b>
2:00-3:30	<b>Session 25: Regulatory Reform</b> <ul style="list-style-type: none"> <li>▪ Existing conditions- common law vs. Napoleonic code approaches; pre-existing architecture of enabling laws (trust law, companies' laws, labor laws)</li> <li>▪ Objectives of pension regulatory reform</li> <li>▪ Sequencing of regulations</li> <li>▪ Complementary reforms to financial market laws, labor market regulations</li> </ul>
3:30-4:00	<b>Coffee Break</b>
4:00-5:30	<b>Session 26: Supervision of Public and Private Pension Systems</b> <ul style="list-style-type: none"> <li>▪ Different approaches and models on pension supervision</li> <li>▪ Interface between Pensions and other financial market supervisors</li> <li>▪ Integrated vs. specialized pension supervision</li> <li>▪ Risk-based supervision.</li> </ul>

Day 8: Special Issues

Wednesday, November 18	
8:30-9:00	<b>Breakfast</b>
9:00-10:30	<b>Session 27: Pensions and Financial Literacy</b> <ul style="list-style-type: none"> <li>▪ The role of financial literacy in market economies</li> <li>▪ The importance of financial literacy to retirement planning</li> <li>▪ Interaction between financial literacy and default investment options</li> <li>▪ Diagnosing existing levels of financial literacy</li> <li>▪ The current and potential role of financial education</li> </ul>
10:30-11:00	<b>Coffee</b>
11:00-12:00	<b>Session 28: Political Economy of Pension Reform</b> <ul style="list-style-type: none"> <li>▪ Initial conditions influencing the probability of structural reform: ambitiousness of the reform, existing implicit pension debt, coverage of the existing system, government spending on pensions, history of incremental reforms, preexisting funded plans.</li> <li>▪ Approaches to maximize the probability of enacting a reform.</li> <li>▪ Approaches to maximize the probability of implementing a reform.</li> <li>▪ What can we learn from the experience of reforms?</li> </ul>
12:00-1:00	<b>Session 29: Pension Characteristics, Needs and Reform in China</b> <ul style="list-style-type: none"> <li>▪ Common Demographic and Economic Characteristics</li> <li>▪ Common design characteristics</li> <li>▪ Common challenges</li> <li>▪ Recent reform measures</li> <li>▪ A road ahead</li> </ul>
1:00-1:30	<b>Group Photo Session – MC Atrium</b>
	<b>EARLY DISMISSAL</b>

Day 9: Special Issues

Thursday, November 19	
8:30-9:00	<b>Breakfast</b>
9:00-10:30	<b>Session 30: Pensions &amp; the Financial Crisis – Defined Benefit Schemes</b> <ul style="list-style-type: none"> <li>▪ Effects of declines in asset values and changes in revenue flows on defined benefit pension schemes</li> <li>▪ Projected effects of the crisis in four stylized cases</li> <li>▪ Policy responses in the face of the crisis</li> </ul>
10:30-11:00	<b>Coffee Break</b>
11:00-12:30	<b>Session 31: Pensions &amp; the Financial Crisis – Defined Contribution Schemes</b> <ul style="list-style-type: none"> <li>▪ Effects of the Financial Crisis on Defined Contribution Schemes</li> <li>▪ Managing the risks of different cohorts</li> <li>▪ Limiting investment risk in defined contribution schemes</li> <li>▪ Policy responses</li> </ul>
12:30-2:00	<b>Lunch (Provided)</b>
2:00-3:00	<b>Session 32: Tax Treatment of Pensions</b> <ul style="list-style-type: none"> <li>▪ Tax treatment options for pension contributions, accumulations and payouts</li> <li>▪ Tension between savings mobilization objectives and regressive effects of tax arbitrage.</li> <li>▪ Employment of caps on corporate and individual income deductibility</li> <li>▪ Coordinating and reconciling data between tax and pension collections.</li> <li>▪ Pros and cons of combining tax and pension collections</li> <li>▪ Incentives for low-income savings mobilization – tax credits, initial deposits in DC accounts</li> </ul>
3:00-3:30	<b>Coffee Break</b>
3:30-5:00	<b>Session 33: Pension Olympics</b> <ul style="list-style-type: none"> <li>▪ A film produced for the Core Course presenting champions of reform processes in 4-5 countries.</li> <li>▪ Participants will assess and compare each of the country reform experiences.</li> </ul>
5:00-6:00	<b>Workshop Session 4: Break-out sessions reviewing structural reforms and funding options – Finalization of Group Projects and Presentations</b>
6:00-9:00	<b>Closing Dinner</b>

## Day 10: Presentation of Group Reform Programs

Friday, November 20	
8:30-9:00	<b>Breakfast</b>
9:00-10:30	<b>Presentation of proposed reform programs</b> – Groups A ,B, C and D
10:30-11:00	<b>Coffee Break</b>
11:00-12:30	<b>Presentation of proposed reform programs</b> – Groups E, F, and G
12:30-1:30	<b>Closing Session</b> <ul style="list-style-type: none"> <li>▪ Summary of key points and conclusions</li> <li>▪ Presentation of course certificates</li> <li>▪ Course Evaluations</li> </ul>



**Employment History**

**Current employer:**

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**Current position/Job title:**

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**Please describe your current work and its relation to the Subject of the Course:**

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**Please describe your reasons for applying to this course and your expectations:**

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**Indicate the type of organization in which you work (check only one, please):**

- |  |  |
|--|--|
| <input type="checkbox"/> U.N. or U.N. Specialized Agency                     | <input type="checkbox"/> Central Bank  |
| <input type="checkbox"/> International/Regional or Multilateral Organization | <input type="checkbox"/> Other Financial Institution (i.e. Development Bank, etc.) |
| <input type="checkbox"/> Office of President/Prime Minister                  | <input type="checkbox"/> Research Institution                                      |
| <input type="checkbox"/> Ministry  | <input type="checkbox"/> University/Training Institution                           |
| <input type="checkbox"/> State-, Province, or Municipal-Level Government     | <input type="checkbox"/> NGO or Other Non-Government Community Organization        |
| <input type="checkbox"/> Public Enterprise or Central Government Agency      | <input type="checkbox"/> Media   |
| <input type="checkbox"/> Foundation  | <input type="checkbox"/> Private Enterprise  |
| <input type="checkbox"/> World Bank  | <input type="checkbox"/> Other (please list)                                       |
| <input type="checkbox"/> Labor Union   |  |

**Education** (do not list schools below University level)

<i>Institution</i>	<i>Country</i>	<i>Degree/Major</i>	<i>Year</i>
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**Language Proficiency**

I certify that my written and spoken proficiency in the English language is:

Speaking: Excellent	Very Good	Good	Weak
Writing: Excellent	Very Good	Good	Weak

Will you need interpretation? Yes or No      If yes, what language?

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(Please note that interpretation will only be provided if there is sufficient need for a particular language.)

# Application

**Payment Information (Required - Please note that the course tuition is US\$3,000 which does not include transportation, hotel or per diem expenses. Group hotel booking information and payment process information will be provided upon confirmation.)**

**Name of sponsoring organization:** \_\_\_\_\_

**Contact Person:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Telephone:** \_\_\_\_\_

**Fax:** \_\_\_\_\_

**E-mail:** \_\_\_\_\_

### *Country Clearance*

**Important: Applicants are responsible for obtaining any clearances according to their own requirements and should obtain such clearance prior to submitting an application.**

**Name of coordinating agency (if applicable):** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Telephone:** \_\_\_\_\_

**Fax:** \_\_\_\_\_

**E-mail:** \_\_\_\_\_

***I certify that all the statements I have made on this application are true.***

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Email or fax this form and the supporting documents if possible by *September 30, 2009* to:**

**Vivi Zhang**

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**E-mail: [vzhang@worldbank.org](mailto:vzhang@worldbank.org)**

**and copy**

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