



**WORLD FEDERATION
OF ENGINEERING
ORGANIZATIONS**



ENGINEERING COUNCIL OF ZIMBABWE

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

**Strategic Plan
2014-2017**

**Revised
March 2015**

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 Committee on Anti-Corruption's vision is to promote zero tolerance to corruption. The Mission Statement is to execute a thematic, results-oriented programs for 2014-2017 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 2014-2017:

- (a) Partnerships, Co-operations, Global Alliances and Networking
- (b) Anti-Corruption Capacity Building
- (c) Anti-corruption 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 of March 2015. 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.

It is our humble aim and objective to interface with most of these during the next four years.

3.0 WFEO Vision

WFEO is the worldwide leader of the engineering profession and cooperates with national and other international professional institutions in developing and applying engineering to the benefit of humanity.

3.1 WFEO Mission Statement

WFEO encourages all of its international and national members to contribute to global efforts to establish a sustainable, equitable and peaceful world by providing an international perspective and enabling mechanisms:

- To provide information and leadership to the engineering profession on issues of concern to the public or the profession.
- To serve society and to be recognized, by national and international organisations and the public, as a respected and valuable source of advice and guidance on the policies, interests and concerns that relate engineering and technology to the human and natural environment.
- To make information on engineering available to the countries of the world and to facilitate communication between its member nations.
- To foster peace, socioeconomic security and sustainable development among all countries of the world, through the proper application of technology.

- To facilitate relationships between governments, business and people by contributing engineering dimensions to discussions on policies and investment.

4.0 Vision for WFEO-CAC

The Committee on Anti-Corruption’s vision is to promote zero tolerance to corruption and to advocate for the eradication of corrupt practices in engineering projects and practice through the enforcement of sound management practices and ethical professional practice.

The figure below shows the Vision, values and strategic pillars of the committee.

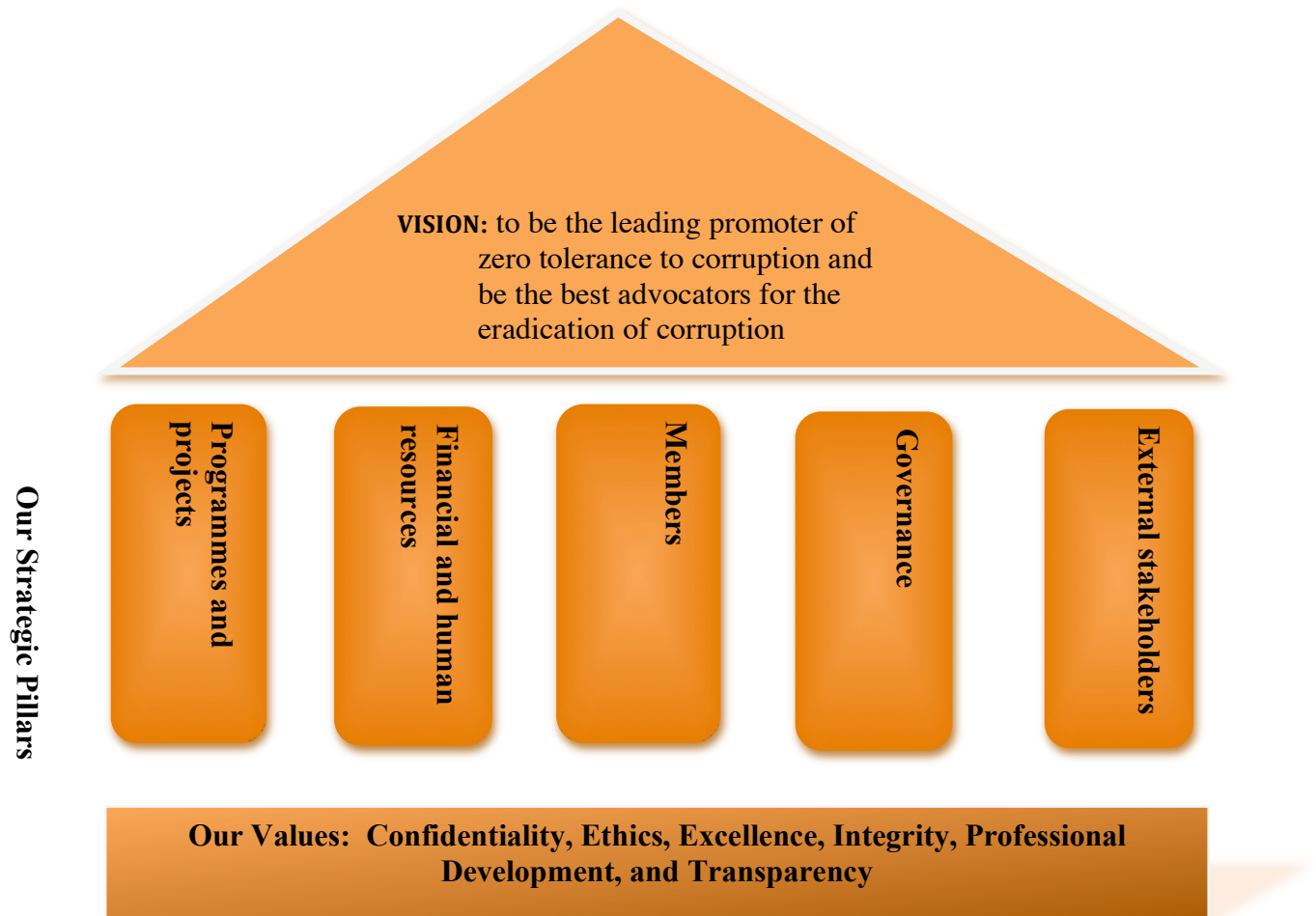


Figure 1. Vision, Values and Strategic Pillars

4.1 Mission Statement for WFEO-CAC

In partnership with its national members and other WFEO standing committees, the WFEO-CAC will execute a thematic, results-oriented program for 2014-2015 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 Ant-corruption;

5.0 Mandate of CAC

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.

6.0 Operating Principles

The WFEO-CAC shall engage in a facilitating role among its members and the WFEO community. Where necessary, this role may include leadership and coordination among members and other committees of the WFEO.

The WFEO-CAC will conduct its business in a transparent, inclusive and consultative manner among its members as well as the other committees and structures within the WFEO by:

- Working with local organizers to organize projects and advance progress on the themes
- Inspiring and empowering our theme leaders and project participants, treating each other fairly and respectfully and fostering teamwork and collaboration
- Encouraging collaboration among committee members as well as other standing committees of the WFEO as appropriate
- Focusing on concrete and measurable deliverables and tracking progress
- Communicating in an open, forthright and timely manner
- Reporting to, and liaising with, the WFEO Executive Board and Council

The WFEO–CAC 2014-2017 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.

7.0 Membership and Organization

The WFEO – CAC 2011-2015 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 serve as Chair for 2014-2015 and will serve a second term as proposed by the Committee during the last meeting. Regional Vice-Chairs have been confirmed in most regions of the world.

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.

8.0 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

<p>HOW ARE WE ORGANIZED (STRUCTURE)</p> <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. 	<p>KEY INTERNAL STAKEHOLDERS</p> <ul style="list-style-type: none"> ✚ WFEO Members ✚ Secretariat
<p>TECHNOLOGICAL INFRASTRUCTURE</p> <ul style="list-style-type: none"> ✚ Software (up to-date) ✚ Hardware (satisfactory) ✚ Networking (satisfactory) ✚ Website (needs to be regularly updated and maintained) <p>SOCIAL AND ECONOMIC ISSUES</p> <ul style="list-style-type: none"> ✚ Corruption ✚ Economy (project financing not enough) ✚ Apathy 	<p>KEY EXTERNAL STAKEHOLDERS</p> <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 <p>COMMON INTERESTS WITH EXTERNAL STAKEHOLDERS</p> <ul style="list-style-type: none"> ✚ Training and Capacity Building ✚ Continuing professional development ✚ Networking ✚ Professional brands ✚ Skills development
<p>COMPLINANCE OF THE ORGANIZATION TO THE LEGISLATIVE AND LEGAL REQUIREMENTS</p> <ul style="list-style-type: none"> ✚ Registered with ECZ as an external Committee 	<p>KEY POLITICAL ISSUES</p> <ul style="list-style-type: none"> ✚ Culture of corruption ✚ Gender mainstreaming

9.0 SWOT Analysis

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

Table 2: Internal Environment SWOT Assessment

<p>STRENGTHS</p> <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 	<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> ✚ Room for advocacy ✚ Room for development (infrastructure) ✚ Membership coverage
<p>WEAKNESSES</p> <ul style="list-style-type: none"> ✚ Poor lobbying ✚ Inadequate training programmes ✚ Low visibility ✚ Poor communication & marketing 	<p>THREATS</p> <ul style="list-style-type: none"> ✚ Liquidity crunch ✚ Perceived low value of membership ✚ Apathy ✚ Non policing of regulations

The strategies of CAC were then generated to address the shortfalls identified during the internal and external environmental scanning. These will be viewed from time to time.

A strategy budget or stratex will be done annually so as to resource the cost of implementing the strategy.

10.0 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.

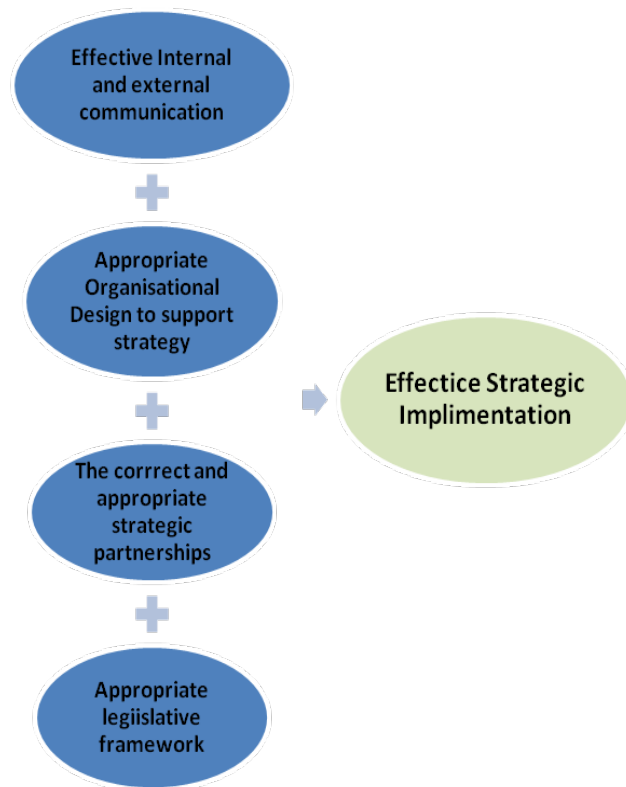


Figure 2: Key Strategic imperatives

11.0 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.

12.0 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 2014-2015 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:

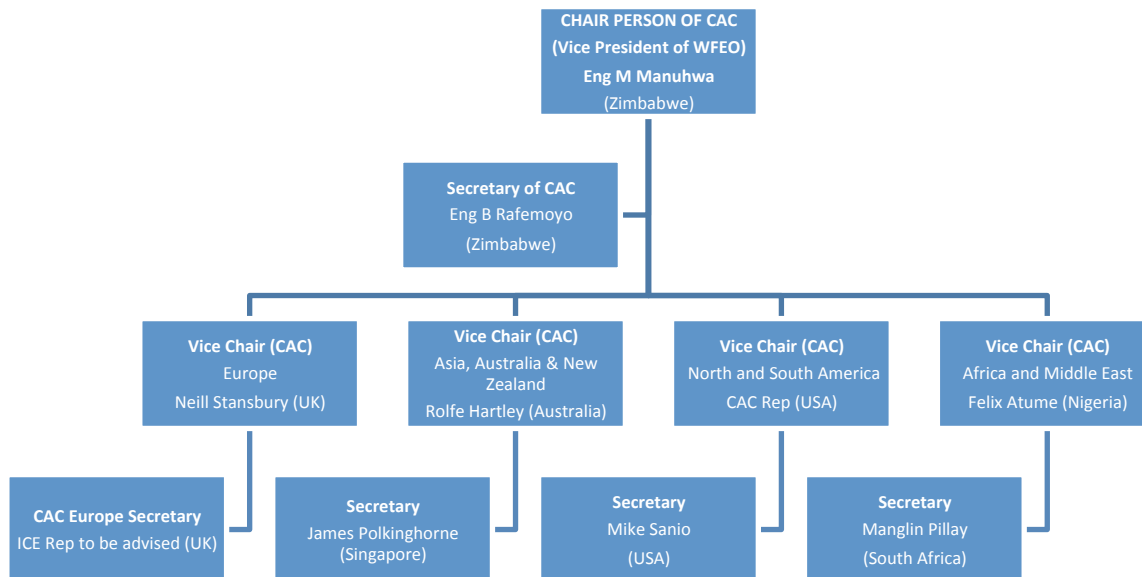


Figure 3: The Executive Committee of CAC

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

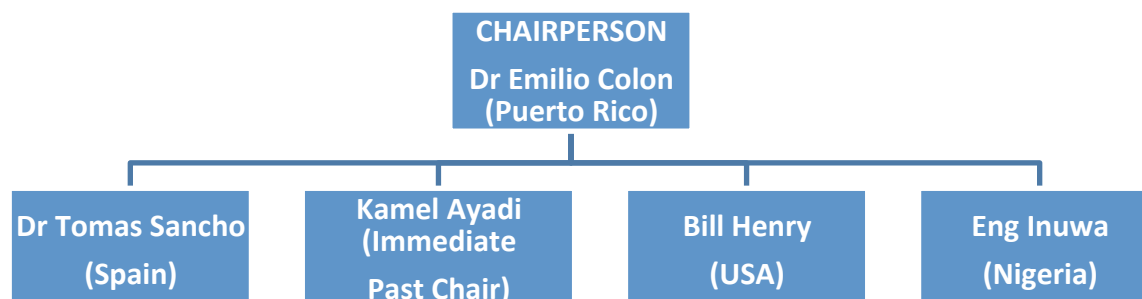


Figure 4: The Advisory Council of CAC

13.0 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 2011-2017.

1. Partnerships, Co-operations, Global Alliances and Networking
2. Anti-Corruption Capacity Building
3. Anti-corruption Awareness, Training and Development of Systems
4. Anti-Corruption Projects and co-operative initiatives
5. Anti-Corruption Publications (webinars, newsletters, magazines)

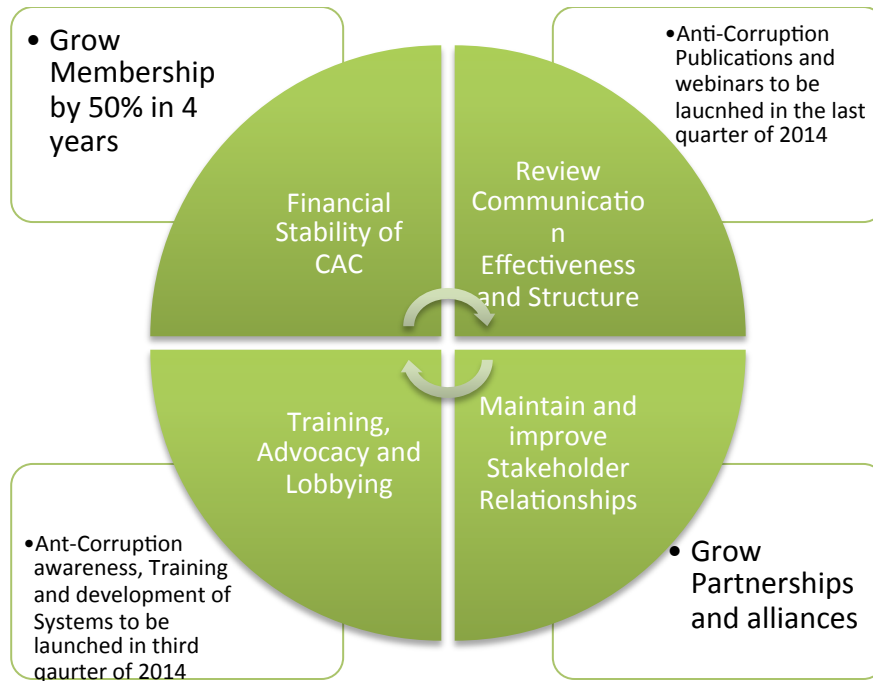


Figure 5: Key Milestones 2014-2017

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.

13.1 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.

13.2 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.

13.3 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.

13.4 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.

13.5 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.

13.6 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 WFEO 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 WFEO 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.

13.7 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 Tunisia. 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 WFEO 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.

UN Millennium Goals: The MDGs are mainly about to reduce poverty. 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.

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

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.</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 Manglin Pillay – 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 – CAC Rep and Mike Sanio as secretary (msanio@asce.org)	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. Felix Atume – Nigerian Society of Engineers (NSE) (atumefelix@yahoo.com).	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) AND James Polkinghorne (james.polkinghorne@gmail.com)	Produce the agreed publications to cover the CAC mandate	To communicate effectively to all the members

14.0 Operations and Budget

14.1 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.

14.2 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.

14.3 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.

14.4 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.

14.5 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.

14.6 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.

14.7 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.

15.0 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.

16.0 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.
Vice-President, WFEO
Chair, Committee on Anti-corruption
Engineering Council of Zimbabwe
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Ms. Eve Mutero
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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