

United Nations Development Programme



**Annual Work Plan**

**UNDP Kazakhstan**

**Project Title:** Supporting the Economic Empowerment of Afghan Women through Education and Training in Kazakhstan and Uzbekistan

**Project Number:** 00116665

**Start Date:** June 2019

**End Date:** May 2025

**PAC Meeting date:** June 2019

**Brief Description**

The project is expected to help create new business and employment opportunities for Afghan women and their communities back in Afghanistan. According to the 2018 UNDP Human Development Report, 11 percent of all adult Afghan women have reached at least a secondary level of education and only 19.5 percent are employed, while these numbers are 37 percent and 87 percent for men, respectively. In 2016-2017, more than half of the Afghan population was living below the poverty line.

Between 2019 and 2025, 50 students will attend bachelor's, master's, and technical degrees in Agriculture, Statistics/Finance and Mining at academic establishments across Kazakhstan and Uzbekistan.

The overall objective of the project is to strengthen human capacity development in Afghanistan by increasing women's access to quality higher education through expanding cooperation with Kazakhstan and Uzbekistan.

<p>Contributing Outcome (CPD):</p> <p><b>Outcome 2.2.</b> By 2025, state institutions at all levels effectively design and implement gender-sensitive, human rights and evidence-based public policies and provide quality services in an inclusive, transparent and accountable manner</p> <ul style="list-style-type: none"> <li>• <b>Output 2.4:</b> <i>Triangular development initiatives are in place to support the positioning of Kazakhstan, with a focus on empowerment of women</i></li> </ul> <p>Indicative Output(s) with gender marker: GEN3</p>
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<b>Total resources required:</b>		\$137,042.294
<b>Total resources allocated:</b>	<b>Donor: EU</b>	\$137,042.294

Agreed by:

<p><b>Eugene Hong</b> UNDP Assistant Resident Representative</p>	<p>DocuSigned by: <i>Eugene Hong</i> 795A8F229B5F4A7...</p>
Date	24-Jan-2023

**I. ANNUAL WORK PLAN**

EXPECTED OUTPUTS	PLANNED ACTIVITIES	Planned Budget by Quarter				RESPONSIBLE PARTY	PLANNED BUDGET			
		Q 1	Q 2	Q 3	Q 4		Funding Source	Budget Description	Amount	
<b>Output 2:</b> 2.1. Increased access of the Afghan women to higher education and TVET outgoing learning mobility mechanism in Kazakhstan and Uzbekistan <i>Indicator 2.1.1.</i> Number of Afghan women, enrolled in higher education outgoing learning mobility programme (2023 target: 0) <i>Indicator 2.1.2.</i> Number of Afghan women, enrolled in TVET outgoing learning mobility programme (2023 target: 0) 2.2. Improved knowledge of women applicants for higher education /TVET programmes on languages and cultures of the host countries <i>Indicator 2.2.1.</i> Number of Afghan enrolled in the online foundation language trainings with support of the intervention (2023 target: 0) 2.3. Strengthened awareness and capacity of women participating in the higher education and TVET outgoing learning mobility programmes on gender equality, women's empowerment, leadership, and other soft skills. <i>Indicator 2.3.1.</i> Number of Afghan women attending Summer School Training events with support of the intervention (2023 target: 0) <i>Gender marker: GEN3</i>	Bachelor student (Finance) successfully completed the 2022-2023 class and admitted to the final year of studies					KBTU	EU	72100 Contractual services (RPA, HACT)	42,022.8	
								72160 Svc Co-Education & Health Serv (stipends)	14,080	
	Bachelor students (Mining) successfully completed the 2022-2023 class and admitted to the final year of studies							Satbayev University	72100 Contractual services (RPA)	3,646.67
									72160 Svc Co-Education & Health Serv (stipends)	9,405
	Bachelor students (Agriculture) successfully completed the 2022-2023 class and admitted to the final year of studies							KazNARU	72100 Contractual services (RPA, HACT)	16,232.44
									72160 Svc Co-Education & Health Serv (stipends)	10,560
	GMS (UNDP)							75100 GMS (7%)	6,716.284	
	<b>Sub-Total for Output 2</b>								<b>102,663.194</b>	
<b>Output 4:</b> Effective Project Management  <i>Gender marker: GEN3</i>	Project Assistant					UNDP	EU	71400 Project Staff	8,560	
	Programme Officer							64397 DPC Programme	2,538	
	Resources Management Associate							64397 DPC Programme	4,250	
	Finance Associate							64397 DPC Programme	1,782	
	Communication and visibility events							72100 Contrac ser-s	15,000	
	GMS (UNDP)								75100 GMS (7%)	2,249.1
		<b>Sub-Total for Output 4</b>							<b>34,379.1</b>	
<b>TOTAL</b>									<b>137,042.294</b>	

**II. MONITORING AND EVALUATION PLAN**

<b>Monitoring Activity</b>	<b>Purpose</b>	<b>Timeframe</b>	<b>Responsible Person</b>
Advisory Board Meeting	Review project progress and issues, captures lessons learned and proposes recommendations to the project team for smooth and successful implementation of the project	Quarterly	UNDP Project team
Performance monitoring visit to Kazakh-British Technical University	<ul style="list-style-type: none"> <li>- Identify achievement of academic results through collection and analysis of project participants' performance, and assess the learning progress;</li> <li>- Capture concerns and challenges of project beneficiaries to ensure quality education, social/cultural adaptation and well-being;</li> <li>- Identify specific risks and issues, and develop the improvement strategy together with the responsible party</li> </ul>	End of each semester (June, December 2023)	
Performance monitoring visit to Kazakh National Agrarian Research University			
Performance monitoring visit to Satbayev University			
Performance monitoring visit to Tashkent State Agrarian University		June 2023	
Steering Committee Meeting	Reviews the performance, address implementation issues to ensure UNDP's accountability for activities, results and the use of resources, at the same time fostering national ownership and alignment to national processes; present the interim results achieved in 2023, and endorse the work plan for 2024	December 2023	
Quality Assurance (Implementation and Monitoring)	Conduct Implementation and Monitoring Phase Quality Assurance	December 2023	
HACT Audits and Spot Checks	HACT assurance activities i.e. audits and spot checks as per the approved HACT Assurance Plan	March 2023	BDO LLP

**III. PROJECT RISK REGISTER**

#	Event	Cause	Impact(s)	Risk Category and Sub-category	Impact, Likelihood & Risk Level	Risk Valid From/To	Risk Owner	Risk Treatment and Treatment Owner
1	Afghanistan <i>de-facto</i> authorities maintain ban on higher education opportunities for women and girls in Afghanistan	Afghanistan <i>de-facto</i> authorities' policy	Ban on higher education and non-recognition of diplomas of project graduates may lead to their reluctance to return to Afghanistan upon completion of the programme (3 TVET students in 2023 and 6 Bachelor's students in 2024)	Security, Political instability	Likelihood: Moderately likely Impact: Moderate Risk level: Moderate	From: November 2023 To: August 2024	Project Manager, UNDP Kazakhstan, Project Associate, UNDP Afghanistan	Risk Treatment 1.1: Propose safe and decent job/internship opportunities for project graduates in NGOs, SMEs and international organizations in Afghanistan (ex. through UNDP-EU SME support programme) Risk Treatment Owner: UNDP Kazakhstan, UNDP Afghanistan  Risk Treatment 1.2: Propose an incentive package including a small business grant to start own business in Afghanistan Risk Treatment Owner: UNDP Kazakhstan, UNDP Afghanistan
2	Afghanistan <i>de-facto</i> authorities ban women from working in humanitarian non-governmental organizations	Afghanistan <i>de-facto</i> authorities' policy and lack of commitments from humanitarian NGOs in Afghanistan to employ the graduates who return in Afghanistan	The restrictions may lead to graduates' reluctance to return to Afghanistan upon completion of the programme (3 TVET students in 2023 and 6 Bachelor's students in 2024)	Security, Political instability	Likelihood: Moderately likely Impact: Moderate Risk level: Moderate	From: November 2023 To: August 2024	Project Manager, UNDP Kazakhstan, Project Associate, UNDP Afghanistan	Risk Treatment 1.1: Propose safe and decent job/internship opportunities for project graduates in SMEs in Afghanistan (ex. through UNDP-EU SME support programme) Risk Treatment Owner: UNDP Kazakhstan, UNDP Afghanistan  Risk Treatment 1.2: Propose an incentive package including a small business grant to start own business in Afghanistan Risk Treatment Owner: UNDP Kazakhstan, UNDP Afghanistan
3	Suspension of international flights to/from Afghanistan	Geo-political instability and fragile security situation in Afghanistan	Irregularity of the commercial flights from and to Afghanistan may pose difficulties in bringing the students from and to Afghanistan during the summer holidays	Security, Political instability	Likelihood: Low likelihood Impact: Moderate Risk level: Low	From: August 2021 To: May 2025	Project Manager, UNDP Kazakhstan, Project Associate,	Risk Treatment 1.1: Close monitoring of the political context of Afghanistan and regular consultations with UNDP AFG. Risk Treatment Owner: UNDP Kazakhstan, UNDP Afghanistan

							UNDP Afghanistan	Risk Treatment 1.2: Ensure flexibility on academic year start dates and adjustment of project implementation. Risk Treatment Owner: UNDP Kazakhstan
4	Relations of UNDP with the EU and national counterparts are negatively affected	Poor performance by the Action and non-achievement of key objectives and milestones of the project	Poor relations with the EU and national counterparts	Strategic, Stakeholder relations and partnerships	Likelihood: Not likely Impact: Limited Risk level: Low	From: June 2019 To: May 2025	Project Manager, UNDP Kazakhstan	Risk Treatment 1.1: Keep the EU and national partners informed and updated on project progress, potential issues and challenges, including through quarterly Advisory Board and annual Steering Committee meetings Risk Treatment Owner: UNDP Kazakhstan
5	Impossibility to select the new cohort of students in 2020 and to organize admission of 30 project participants in academic programmes	Spread of COVID-19	Closed borders, quarantine regime, and related restrictions may impede the quality of the selection process of new cohort of students. Quarantine may hinder student enrollment	Environmental, Community health, safety and security	Likelihood: Not likely Impact: Limited Risk level: Low	From: March 2020 To: August 2020	Project Manager, UNDP Kazakhstan	This risk is no longer valid
6	Impossibility to select the new cohort of students in 2020	Cultural constraints of Afghan women and the risks of sexual and gender-based violence	Cultural constraints of Afghan women and the risks of sexual and gender-based violence may impact on selection process (English test, Interview)	Security, crime	Likelihood: Moderate likelihood Impact: Moderate Risk level: Moderate	From: June 2020 To: August 2020	Project Manager, UNDP Kazakhstan	This risk is no longer valid
7	Impossibility to select the first cohort of students in 2019	Afghanistan's 2019 presidential election	Afghanistan's 2019 presidential election could result in new leadership with a different vision of regional cooperation and its focus. The election process may also instigate insecurity impacting the programme's progress.	Strategic, Change/turnover in government	Likelihood: Not likely Impact: Limited Risk level: Low	From: August 2019 To: September 2019	Project Manager, UNDP Kazakhstan	This risk is no longer valid
8	Poor implementation of the project	Kazakhstan's early Presidential Election	Kazakhstan's 2019's early Presidential Election could result reforms of the government and its institution	Strategic, Change/turnover in government	Likelihood: Moderate likelihood Impact: Moderate	From: March 2019 To: March 2019	Project Manager, UNDP Kazakhstan	This risk is no longer valid

			which may impact on overall project implementation		Risk level: Moderate			
9	Nonsystematic study process of a new cohort of 20 students at the language preparation courses (10 in Kazakhstan, 10 in Uzbekistan)	Further spread and new waves of COVID-19, repeated lockdowns	Closed borders, quarantine regime, and related restrictions may impede the overall study process at the language preparation course.	Environmental, Community health, safety and security	Likelihood: Low likelihood Impact: Limited Risk level: Low	From: November 2020 To: December 2020	Project Manager, UNDP Kazakhstan	This risk is no longer valid
10	Non-return of project graduates (10MA, 10TVET) to Afghanistan in 2021-2022 due to unstable geopolitical situation	U.S.-led foreign troops withdrawal, change of political power in Afghanistan	Change of political power in Afghanistan may cause non-return of the project graduates to Afghanistan in 2021-2022	Security, political instability	Likelihood: Highly likely Impact: High Risk level: Substantial	From: July 2021 To: December 2022	Project Manager, UNDP Kazakhstan	This risk is no longer valid