

United Nations Development Programme

**Annual Work Plan****UNDP Kazakhstan**

Project Title: Phase 2: Supporting the Economic Empowerment of Afghan Women through Education and Training in Kazakhstan, Uzbekistan and Kyrgyzstan

Project Number: 00123512

Start Date: June 2021

End Date: May 2027

PAC Meeting date: September 2021

Brief Description

The Action represents an expansion of an ongoing EUR 2 million trilateral cooperation programme between the European Union, Afghanistan, and Central Asia. Like the ongoing programme, it aims at building resilience and promoting the academic, economic and social empowerment of women in Afghanistan especially vulnerable women living in challenging conditions by enhancing their capabilities, employability and future prospects through education and training in Kazakhstan, Uzbekistan and, within the context of this Action, Kyrgyzstan.

Phase 2 of the programme focuses on training of specialists in Agriculture/Agribusiness, Engineering/Construction, Marketing and ICT. Apart from promoting academic, economic and social empowerment of women in Afghanistan, the action will help to strengthen capacity of receiving institutions in Kazakhstan, Uzbekistan and Kyrgyzstan to manage learning mobility programmes in interaction with UNDP and address gender inequalities in higher education and TVET.

The action is intended as a logical continuation of the ongoing project and aims to further facilitate the development of a sustainable system of academic exchange that will allow women from Afghanistan to benefit from higher education opportunities in Central Asia also beyond the project lifetime.

Contributing Outcome (CPD):

Outcome 2.2. 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

- **Output 2.4:** *Triangular development initiatives are in place to support the positioning of Kazakhstan, with a focus on empowerment of women*

Indicative Output(s) with gender marker: GEN3

Total resources required:

\$ 667,570.313

Total resources allocated:

Donor: EU

\$ 667,570.313

Agreed by:

Eugene Hong

UNDP Assistant Resident Representative

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Eugene Hong

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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
Output 2: 2.1. Increased access of the Afghan women to higher education and TVET outgoing learning mobility mechanism in Kazakhstan, Uzbekistan, and Kyrgyzstan <i>Indicator 2.1.1:</i> Number of Afghan women, enrolled in higher education outgoing learning mobility programmes, awarded with a scholarship with support of the intervention (<i>2023 target: 0</i>) <i>Indicator 2.1.2:</i> Number of Afghan women, enrolled in TVET outgoing learning mobility programmes, awarded with a scholarship with support of the intervention (<i>2023 target: 0</i>) 2.2. Improved knowledge of potential women applicants for higher education and TVET outgoing learning mobility programmes on languages and cultures of the host countries. <i>Indicator 2.2.1:</i> Number of Afghan enrolled in foundation language trainings with support of the intervention (<i>2023 target: 0</i>) 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/Winter School Training events with support of the intervention (<i>2023 target: 105</i>) <i>Gender marker: GEN3</i>	Project participants successfully completed the language preparation course					AlmaU	EU	72100 Contractual services (HACT)	6,030
	Bachelor students successfully completed the 2022-2023 class and admitted to the second year of studies; 15 Master’s students obtained the Diplomas					KBTU		72100 Contractual services (RPA, HACT)	119,010.209
	Master’s students obtained the Diplomas, and TVET students are awarded with certificates					KazGAS A		72160 Svc Co-Education & Health Serv (stipends)	69,120
	Bachelor students successfully completed the 2022-2023 class and admitted to the second year of studies					KazNAR U		72100 Contractual services (RPA, HACT)	24,970.28
	Project participants attended the Winter School Training					UN Women		72160 Svc Co-Education & Health Serv (stipends)	26,880
	GMS (UNDP)							72100 Contractual services (RPA, HACT)	57,809
								72160 Svc Co-Education & Health Serv (stipends)	35,200
								75700 Trainings and Workshops	131,800
								75100 GMS (7%)	32,957.364
		Sub-Total for Output 2 (including GMS)							
Output 4: Effective Project Management <i>Gender marker: GEN3</i>	Project Manager					UNDP	EU	71400 Project Staff	25,200
	Project Associate							71400 Project Staff	17,500
	Communications Specialist							71400 Project Staff	12,000
	Programme Officer							64397 DPC Programme	1,873

EXPECTED OUTPUTS	PLANNED ACTIVITIES	Planned Budget by Quarter				Respo nsible Party	PLANNED BUDGET					
		Q 1	Q 2	Q 3	Q 4		Funding Source	Budget Description	Amount			
	Resources Management Associate							64397 DPC Programme	4,500			
	Procurement Specialist							64397 DPC Programme	1,161			
	Finance Associate							64397 DPC Programme	1,972			
	HR Associate							64397DPC Programme	1,972			
	Travel							71600 Travel	7,000			
	Office expenses							73100 Rent and office maintenance	12,000			
	Transportation and vehicle-related expenses							72130 Svc co-transportation serv-s	300			
	Communications							72135 Svc co-comms services	600			
	Workshops							72500 Office supplies	4,000			
	Communication and visibility events							72100 Contractual services	63,000			
	GMS (UNDP)								75100 GMS (7%)	10,715.46		
	Sub-Total for Output 4 (including GMS)								163, 793.46			
	TOTAL								667,570.313			

II. MONITORING AND EVALUATION PLAN

11. MONITORING AND EVALUATION PLAN			
Monitoring Activity	Purpose	Timeframe	Responsible Person
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 Manager
Performance monitoring visit to Kazakh-British Technical University	<ul style="list-style-type: none">- Identify achievement of academic results through collection and analysis of project participants’ performance, and assess the learning progress;- Capture concerns and challenges of project beneficiaries to ensure quality education, social/cultural adaptation and well-being;- Identify specific risks and issues, and develop the improvement strategy together with the responsible party	End of each academic semester (June, December 2023)	
Performance monitoring visit to Kazakh National Agrarian Research University			
Performance monitoring visit to International Educational Corporation			
Performance monitoring visit to the University of Central Asia (Bishkek, Naryn, Kyrgyzstan)			
Performance monitoring visit to Tashkent State University of Economics (Tashkent, Uzbekistan)			
Steering Committee Meeting	Review 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	UNDP Project Manager
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	Security, Political instability	Likelihood: Moderately likely Impact: Moderate Risk level: Moderate	From: August 2023 To: August 2026	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	Security, Political instability	Likelihood: Moderately likely Impact: Moderate Risk level: Moderate	From: August 2023 To: August 2026	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: August 2027	Project Manager, UNDP Kazakhstan, Project Associate, UNDP Afghanistan	<p>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</p> <p>Risk Treatment 1.2: Ensure flexibility on academic year start dates and adjustment of project implementation. Risk Treatment Owner: UNDP Kazakhstan</p>
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 performance can impact relations with the EU and national counterparts	Strategic, Stakeholder relations and partnerships	Likelihood: Not likely Impact: Limited Risk level: Low	From: June 2021 To: May 2027	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 2021	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 2021 To: August 2021	Project Manager, UNDP Kazakhstan	This risk is no longer valid

6	Impossibility to select the new cohort of students in 2021	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	Security, crime	Likelihood: Moderate likelihood Impact: Moderate Risk level: Moderate	From: August 2021 To: August 2021	Project Manager, UNDP Kazakhstan	This risk is no longer valid
7	Lack of active participation of women in vulnerable situations	Low intention of women from remote and rural areas, as well as women with disabilities to take part in the selection	Women from remote and rural areas of Afghanistan, as well as women with disabilities, may not actively apply for the scholarship in 2021	Organizational, implementation arrangements	Likelihood: Moderate likelihood Impact: Moderate Risk level: Moderate	From: March 2021 To: August 2021	Project Manager, UNDP Kazakhstan	This risk is no longer valid
8	Impossibility of experience sharing and creating a learning mobility mechanism for Afghanistan	Resistance to gain best practices	Resistance of the NGOs and CSOs of Afghanistan to gain best practices in development of international learning mobility programmes from host countries may lead to non-achievement of the project objective	Strategic, Government commitment	Likelihood: Low likelihood Impact: Limited Risk level: Low	From: September 2021 To: December 2022	Project Manager, UNDP Kazakhstan	This risk is no longer valid
9	Nonsystematic study process of a new cohort of students at the language preparation courses	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: August 2021 To: December 2022	Project Manager, UNDP Kazakhstan	This risk is no longer valid
10	Difficulties in bringing the students from Afghanistan and train them in host the countries	Taliban takeover	Change of political power in Afghanistan could result in new vision of regional cooperation and its focus, hence – overall potential negative impact on security situation in Afghanistan	Strategic, Change/turnover in government	Likelihood: High likelihood Impact: High Risk level: Substantial	From: August 2021 To: December 2022	Project Manager, UNDP Kazakhstan	This risk is no longer valid