UNITED NATIONS DEVELOPMENT PROGRAMME

PROJECT PROPOSAL

UNDP Iraq

Last updated: 10 October 2021 Summary of changes since last update: Changes (narrative and annexes) are highlighted in green.

Project Number (Grant Number and BMZ Number): BMZ 2021 40 457

Start Date: 01 December 2021 **End Date:** 31 December 2024

Brief Description

Project summary	
Country	**Iraq**
Project Title	***Building Resilience through Employment Promotion (BREP)*** ***Phase-II***
Project Objective	Income security and socio-economic inclusion improved, through support to create more diversified livelihood opportunities for the vulnerable in target areas.
Project Duration	01 December 2021 – 31 December 2024
Total Proposed Budget	**EUR 18,299,700**
Activities	- **Participatory, community-based assessments and analyses** to inform project to support inclusive, gender-sensitive and diversified economic growth. - **Support to create short-term employment opportunities for the vulnerable** in housing, agricultural and private (MSMEs) sectors. - **Support to strengthen skills and employability of the vulnerable population** in housing, agricultural and private (MSMEs) sectors.
Key expected results	- Employment opportunities are created in housing sector through support to individuals and priority rehabilitation. - Employment opportunities are created in agricultural sector through support to individuals and priority rehabilitation. - Employment and business opportunities are created in private sector through support to individuals, MSMEs and priority rehabilitation.
Geographical Coverage	Anbar, Diyala, Kirkuk, Ninewa and Salah Al-Din
Beneficiaries	IDPs, returnees, non-displaced populations/host-community members of the five governorates, with a focus on women and youth.
Project partners (e.g., other UN agencies, NGOs, private contractors, consultants)	Refer Section-III “Results and Partnerships”

Date submitted	First version submitted on 07 September 2021 Revised final version submitted on 10 October 2021
UNDP contact	Karima Nehmeh karima.nehmeh@undp.org

Contributing Outcome (UNSDCF/CPD, RPD or GPD):

UNSDCF Outcome 2.1/UNDP CPD (2020-2024) Outcome 2: Improved people-centred economic policies and legislation contribute to inclusive, gender-sensitive and diversified economic growth, with focus on increasing income security and decent work for women, youth, and vulnerable populations

Indicative Output(s) with gender marker:

Output 1: Employment opportunities are created in the housing sector through support to individuals and priority rehabilitation (GEN 2)

Output 2: Employment opportunities are created in the agricultural sector through support to individuals and rehabilitation of priority infrastructure (GEN 2)

Output 3: Employment and business opportunities are created in private sector through support to individuals, MSMEs and priority rehabilitation (GEN 2)

Total resources required:	EUR **18,299,700**	
Total resources allocated:		
	UNDP TRAC:	
	All Donors (incl. BMZ funding):	EUR **18,299,700**
	Government:	
	In-Kind:	
Unfunded:		

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Acronyms

ABRA	Area-Based Recovery Approach
BMZ	German Federal Ministry for Economic Cooperation and Development
BREP	Building Resilience through Employment Promotion
CAP	Contracts, Assets and Procurement
CfW	Cash for Work
CPD	Country Programme Document
DIM	Direct Implementation Modality
DMA	Directorate of Mine Action
DPC	Direct Project Costs
DS	Durable Solutions
EH	Explosive Hazard
ESIA	Environmental and Social Impact Assessment
FAO	Food and Agriculture Organization
FCV	Fragility, Conflict and Violence
FFER	Funding Facility for Economic Reform
FFS	Funding Facility for Stabilization
FRR	Financial Rules and Regulations
GBV	Gender Based Violence
GDP	Gross Domestic Product
GOI	Government of Iraq
HACT	Harmonised Approach to Cash Transfers
HDI	Human Development Index
ICPA	Independent Country Programme Evaluation
ICRRP	Iraq Crisis Response and Resilience Programme
IDPs	Internally Displaced Persons
IED	Improvised Explosive Device
IEO	Independent Evaluation Office
IOM	International Organization for Migration
ISCP	Iraq Social Cohesion Programme
ISIL	Islamic State of Iraq and the Levant
KFW	German Development Bank
LPC	Local Peace Committee
M&E	Monitoring and Evaluation
MoLSA	Ministry of Labour and Social Affairs
MSMEs	Micro, Small, and Medium Enterprises
NGOs	Non-Government Organizations
NOC	National Operations Centre
NRC	Norwegian Refugee Council
OAI	Office of Audit and Investigation
PM	Project Manager
PMSU	Programme Management Support Unit
PMT	Programme Management Team
POPP	Programme and Operations Policies and Procedures
PWG	Priority Working Group
RP	Responsible Party
SC	Service Centre
SDGs	Sustainable Development Goals

SES	Social and Environmental Screening
SGBV	Sexual and Gender Based Violence
SLA	Sustainable Livelihoods Approach
SMEs	Small and Medium-Sized Enterprises
SP	Strategic Plan
TVET	Technical and Vocational Education and Training
UN	United Nations
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UN-OCHA	United Nations Office for the Coordination of Humanitarian Affairs
UNSDCF	United Nations Sustainable Development Cooperation Framework

I. DEVELOPMENT CHALLENGE

Iraq has been dealing with conflict, insecurity, and instability for decades. It is currently confronting a difficult fiscal environment because of years of social and political turmoil as well as the recent fluctuations in oil prices.

Iraq is an upper-middle-income country with a low Human Development Index (HDI) of 0.674 ranking 123 out of 189 countries and territories[1] despite overall economic wealth as a petroleum exporting country. While oil makes up 99 percent of Iraq's exports and contributes 58 percent of Iraq's Gross Domestic Product (GDP), it only creates 1 percent of total employment[2]. Iraq further experienced a series of conflicts and crises since the early 2000s, each exacerbating the other resulting in the current fragile status where the country is vulnerable to systemic stressors and challenges. Iraq had been making slow progress in human development up to 2012-2013 when gains were reversed with the emergence of the Islamic State of Iraq and the Levant (ISIL). The ensuing conflict forced more than 6 million Iraqis to flee from violence, creating a massive crisis of internal displacement in the country[3].

After the defeat of ISIL in late 2017, conflict-affected areas in the country experienced an uptick in returns of their internally displaced persons (IDPs). Out of approximately 6.1 million recorded IDPs, 4.88 million IDPs have returned home, whereas 1.19 million remain internally displaced. Over time, however, the pace of returns has slowed, leaving the remaining IDPs either in, or at risk of, "protracted displacement." And the realization that many of those remaining in displacement face one or more substantial obstacles to advance towards a durable solution, whether in their areas of origin, in areas of displacement, or in other locations.

The 1.19 million IDPs face critical challenges and obstacles that hinder their return to their areas of origin. Damaged and destroyed houses and inadequate livelihoods and income-generation opportunities remain foremost among the challenges. A total of 71 per cent of IDPs stated that a damaged or destroyed house was the main reason for non-return and 54 per cent of IDPs identified the lack of job opportunities in their area of origin as the main reason for not returning[4]. Although some progress has been made, it was not at the level that is required for immediate transition to sustainable development. Delayed recovery in the liberated territories continues to deter the remaining 1.19 million IDPs from returning to their areas of origin. Without viable means of livelihood and representation in local communities, their return will not be durable. Fifty-seven per cent of the total conflict-affected population still lives below the poverty line[5], with women and girls comprising 29 per cent[6].

At the same time, the federal government has decided to consolidate or close camps and facilitate the return of remaining IDPs in a relatively short timeframe (within 2021) with the Government of Iraq (GOI) announcing[7] in October 2020 the closure of camps in federal Iraq that accommodate people displaced by fighting between ISIL and Iraqi forces between 2014 and 2017.

By early December 2020, 17 camps and informal sites had been closed or reclassified, affecting 34,000 people. A total of 4,735 households (23,158 individuals) were recorded as arriving at non-camp settings in Anbar, Baghdad, Diyala, Erbil, Karbala, Kirkuk, Ninewa and Salah al-Din. Of the total number of recorded arrivals, 28 percent had not returned to their

1 UNDP (2021), 2020 Human Development Report - Iraq country profile: http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/IRQ.pdf
2 World Bank (2017), Iraq Systematic Country Diagnostic
3 IOM Iraq (2020), IOM Iraq Displacement Tracking Matrix (DTM)
4 IOM Iraq (2019), Integrated Location Assessment Part III
5 Predicted consumption less than 110,000 IQD/person/month, or less than USD 3/person/day, as defined by the Cash Working Group and based on World Bank and Ministry of Labour and Social Affairs social protection models. Re-cited from UN-OCHA (2019),
6 UN-OCHA (2019), op.cit.,
7 https://momd.gov.iq/Posts/Article?id=7904

location of origin and were considered to be secondarily displaced, while 72 percent had returned to their areas of origin, although not necessarily to their former homes.

Even among those who have already returned, there remain substantial challenges to providing durable solutions and prevent vulnerable populations from falling back into displacement and facing exacerbated levels of vulnerability. Challenges include remaining high levels of conflict-related damage to housing and infrastructure; lack of access to jobs and income generating activities, particularly for women and young people; social cohesion challenges; safety and security issues, including high levels of community violence and sexual violence against women and girls; and others.

In the country context, the demand for reforms is increasing. Popular protests that began in October 2019, demanding substantial social, political, and economic reforms, attest to the lack of progress in income equality. The agriculture sector, which remains the key driver of poverty reduction and rural development, faces issues and challenges that impede its development and growth. Agriculture is the second contributor to the GDP after oil revenues and contributes to 5 per cent of the total GDP. It provides 18 per cent of employment making it the largest private-sector employer[8]. However, inadequate and dilapidated agriculture infrastructure, including for water resources and irrigation, contributes to poor performance of the agriculture sector and limits employment opportunities within the sector. Similarly, inadequate and dilapidated Small and Medium Enterprises (SME) infrastructure limits market linked employment opportunities. Furthermore, the Lack of access to finance to support existing businesses and to establish new viable businesses exacerbates unemployment within the private sector.

Throughout 2020 and 2021, the COVID-19 pandemic presented serious health care and socio-economic challenges and compounded the various geopolitical, security, economic and social issues Iraq continues to face. The Socio-Economic Impact Assessments conducted by UNDP in collaboration with other UN agencies to analyse the impact of the COVID-19 pandemic indicate that the pandemic has increased inequality with a greater number of people falling below the national poverty line, and vulnerable and marginalized groups such as women, youth and IDPs are disproportionately affected. All fragility dimensions have in fact experienced a noteworthy negative downturn as a result of the pandemic.[9]

Labour Force and Employment in Iraq:

The total labour force of Iraq is estimated to be around 9 million workers[10]. Overall, unemployment increased from 12.76 percent in 2019 to 13.74 in 2020[11] with indications that unemployment rates could further increase up to 16 percent in the next two years.[12] Surveyed households experienced a decrease in average monthly employment income over the pandemic. At the onset of the pandemic in February 2020, the average reported income from employment was 594,239 dinar ($412.70) per month[13]. This had decreased 16 percent (97,301 dinars or $67.60) by December 2020. The decline was greater in the Kurdistan Region of Iraq, compared to Federal Iraq[14]. Women and youth face structural challenges that hinder their access to the labour market and sustainable employment.

8 Iraqi Agriculture Overview, KAPITA.

[9] Sustainable Recovery from COVID-19 in Iraq: Key findings (undp.org)

10 European Asylum Support Office, Country of Origin Information Report Iraq: Key Socio-Economic Indicators, 2019.

[11] World Bank 2021c

[12] Trading Economics 2021.

[13] The exchange rate to convert Iraqi dinars to United States dollars throughout this report is: $1 equals 1,440 dinars. Sourced from the United Nations Operational Rates of Exchange at https://treasury.un.org/operationalrates/OperationalRates.php, accessed on 29 March 2021.

[14] Sustainable Recovery from COVID-19 in Iraq: Key findings (undp.org)

Women continue to experience inequality in access to employment (38.6% were unemployed within the age group 15 – 24[15] as compared to the national unemployment average of 13.8%). Iraq has an incredibly low female labour force participation rate of around 15%[16]. The youth between (15-24) years also continue to face a high unemployment rate of 27.5 per cent,[17] double the national unemployment rate of 13.8%, even before the recent financial and COVID-19 crises. Given the current context, their call for jobs and equal opportunities are difficult to meet, as the already strained public resources and services struggle to respond to ongoing crises. The lack of socio-economic opportunities, adequate political representation and a sense of injustice provide fertile ground for disaffected youth to be prone to radicalization and violent extremism.

These existing challenges call for an integrated livelihoods and economic recovery approach that addresses the immediate needs of the vulnerable target population by providing employment opportunities aimed at increasing their incomes. At the same time rehabilitating housing, agricultural and MSME infrastructure while building capacity to sustain and establish new businesses through business skills development and access to finance.

[15] General Statistics Organization,2016 (http://www.cosit.gov.iq/ar/2013-01-31-08-48-55)
16 World Bank, Iraq Economic Monitor, From War to Reconstruction and Economic Recovery, 2018.
[17] White Paper on Financial Reform, 2020

II. STRATEGY

The protracted spill-over effect of crises and conflicts in Iraq continues to aggravate the socio-economic challenges and living conditions of the most vulnerable people among the IDPs, non-displaced populations/host communities, and returnees. The provision of sustainable livelihoods and employment opportunities for individuals at risk is one of the main building blocks for enhancing resilience and promoting economic recovery as well as community stability. Hence, the engagement of these individuals in the rehabilitation and development of their communities through the creation of income generation and sustainable employment opportunities is key to the sustainable recovery of the liberated areas.

UNDP is well placed to implement a project of this kind, considering its strong partnership with the Government of Iraq (GOI) and the ongoing engagements in providing socio-economic support in many of the conflict-affected communities. The project will leverage the comparative experience, lessons learned, and good practices that UNDP developed during the implementation of similar interventions in different areas in Iraq, including in all the proposed governorates of Anbar, Diyala, Kirkuk, Ninewa and Salah Al-Din. UNDP will build on the BREP-I design and will scale-up its interventions in supporting short-term jobs and employment opportunities through a labour-intensive approach in rehabilitation and construction in the housing and agricultural sectors. UNDP will also support rehabilitating MSMEs infrastructure combined with skills development and access to finance.

UNDP will also continue to leverage its on-going programmes under the Stabilization Pillar- the Funding Facility for Stabilization (FFS) and the Iraq Crisis Response and Resilience Programmes (ICRRP)- and will build on the established mechanisms, partner network and tested approaches such as the Area-Based Recovery Approach (ABRA) and gender mainstreaming through livelihood support. UNDP already has dedicated teams with vast technical and operational capacity on the ground, delivering rehabilitation of critical infrastructure and livelihoods and employment support to the most vulnerable population.

The FFS continues its stabilization work in the five liberated governorates (Anbar, Diyala, Kirkuk, Ninewa and Salah Al-Din) that are being supported through this project. And the ICRRP is providing livelihoods and economic recovery in select locations of the liberated governorates. Interventions and approaches that were tested under ICRRP, including lessons learned from working through Responsible Parties (RPs) under ABRA, gender mainstreaming through livelihood support, etc. are reflected in this project design. The proposed activities under this project will complement and ensure sustainability of planned and ongoing activities under both the FFS and ICRRP.

The project will apply an inclusive step-by-step pathway to support the most vulnerable and crisis-affected people of IDPs, returnees, and non-displaced populations/host communities. This will be through supporting income-generation and sustainable livelihoods and employment while participating effectively in the rehabilitation of damaged houses and critical agriculture infrastructure affected by the conflict. The proposed rationale under this project assumes that if individuals gain enhanced economic opportunities and constructive engagement in responding to the urgent needs and development of their local community, this would gradually rebuild sustainable livelihood systems through investing in strategies that are essential to generate income and support local economic recovery, while also encouraging the project beneficiaries to become agents of development and social cohesion, increasing their sense of belonging and inclusion, and gradually reducing the risk of turning to violent actions.

UNDP will follow the Sustainable Livelihoods Approach (SLA) that will pave the way to graduate from a short-term approach to one that takes the medium- and long-term priorities into consideration, while putting the most vulnerable individuals and communities at its forefront. It will also help in the prevention of further conflict and in the long run facilitate the transition toward sustainable social and economic development. The livelihoods assets,

including human, financial, and physical assets are easily lost, damaged, or stolen in conflict and post-conflict contexts. The capacity to preserve or recover these assets determines the impact of a crisis on future livelihoods. The SLA will also help to improve the understanding of livelihoods, taking into consideration factors that both constrain or enhance livelihood opportunities, in the given context.

Through the SLA approach, UNDP will support the building blocks of integrated sustainable livelihoods in Iraq:

- Human Assets: employability skills and capacity to work (business skills, vocational training, soft skills).
- Financial Assets: access to finance (grants to enterprises, cash for work wages).
- Physical Assets: tools and assets to start-up or restore enterprises, rehabilitation for houses and agriculture assets, basic infrastructure rehabilitation (e.g., markets).
- Social Assets: community engagement (e.g., consultations with Mukhtar, local CBOs, and authorities on livelihoods priorities), youth/women groups.
- Natural Assets: rehabilitation of critical agriculture infrastructure (e.g., water resources, irrigation channels).

The project has one overall outcome: "**Income security and socio-economic inclusion improved, through support to create more diversified livelihood opportunities for the vulnerable in the target areas**" with three supporting outputs.

Output 1 aims to create employment opportunities in the housing sector through improving employability skills of individuals in the sector and rehabilitating or rebuilding priority damaged houses through a labour-intensive approach.

Output 2 will support employment creation in the agriculture sector through a three-pronged intervention: a) rehabilitation of critical agriculture infrastructure for increasing productivity through labour-intensive approach; b) improve employability skills in the agriculture sector inclusive of women and youth; and support to MSMEs/farmers and Ministry of Agriculture to help in advancing the sector.

Output 3 will work on improving the private sector in the targeted communities by rehabilitating MSMEs infrastructure through a labour-intensive approach and supporting MSMEs with business skills development and access to finance and assets for establishing a MSME or restoring business operations.

Evidence-based design and implementation of all project activities will be mainstreamed among all outputs under this project. Needed participatory and inclusive needs assessments and analyses will be conducted in a gender sensitive manner to inform all activities under each output.

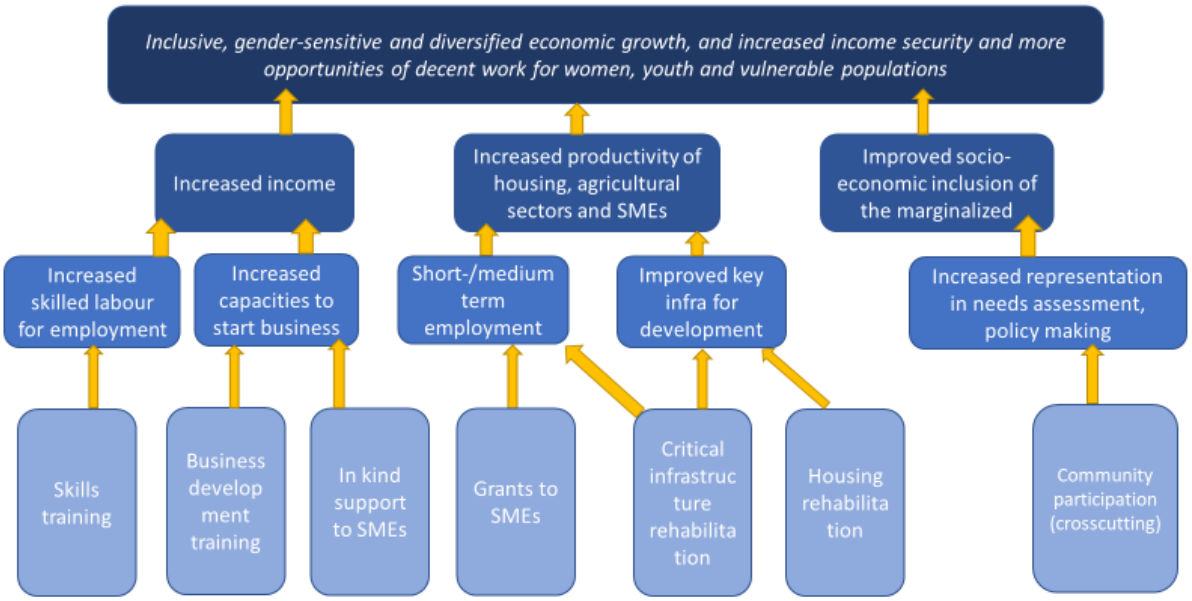
UNDP will also mainstream cross-cutting approaches throughout all activities under this project including gender mainstreaming, applying a human rights-based approach, a conflict-sensitivity and do no harm approach as well as a participatory, community-based approach. The project will give due attention to women participation through applying different community engagement tools (e.g., meetings with community leaders) to ensure that different community segments, including women, will have access to participate in the project activities including needs assessments, implementation, and evaluation. The project will also consider the creation of safe spaces and immediate feedback mechanisms for protection concerns.

This will be done by targeting diverse segments of IDPs, returnees, and non-displaced populations/host communities without discrimination, seeking fair representation of different community groups in the consultations, and applying pre-identified eligibility and selection criteria to ensure equal and fair opportunities to all applicants. Actions will be coordinated and

aligned with the Emergency Livelihoods Cluster, Cash Working Group, and other relevant partners within Iraq.

The proposed interventions will prioritize the engagement of the most vulnerable population among the returnees and non-displaced populations/host communities equally with a focus on youth, women and people with disability. Special focus will be given to people who were affected by the COVID-19 pandemic, e.g., people who lost their jobs or have faced decreased income due to the ramifications of the pandemic. The engagement of these beneficiaries will occur at different stages of project design and implementation in the targeted governorates.

The project design and implementation will be informed by conflict analyses and other relevant information shared bilaterally by partners (government, UN, non-government organizations, etc.) or through the cluster and UN country team systems [conflict-sensitive approach[18]]. UNDP will ensure inclusive community participation and engagement with local community groups, including women's groups, youth groups, religious groups, local peace committees (LPCs), throughout the project lifetime by using the mechanisms that were partnered with an established through other projects under the Stabilization pillar. This approach will help the local community groups to proactively engage in needs assessments, project kick-off meetings and other relevant activities, while identifying specific vulnerabilities and needs of the targeted communities, and correctly understanding complex community dynamics (family, tribal, political, and other) accurately and efficiently [community-based approach].



The realization of the project outputs assumes that there will not be challenges related to accessing the project locations due to security issues; that restrictions on movement and safety measures put in place to address the COVID-19 pandemic would not get tighter; and, that partners involved in the implementation of the project have the collaboration and requisite capacity to implement project activities. The project will put appropriate risk management systems in place and continue to monitor these assumptions and risks.

Additionally, it is expected that the project will have secondary effects in the below areas:

[18] Annex 2.12 Peace and Conflict Analysis

SECONDARY EFFECTS	DESCRIPTION
Contribute to the improvement of the local economy through procurement of goods, services from local vendors.	The project will prioritize the purchase of equipment, materials, goods, and services from the local markets and contracting with local companies.
Improved social cohesion and reduced risks of conflict within the communities and/or violent extremism	The project will integrate conflict-sensitive approaches, such as community consultations and engagement and participatory, inclusive approaches. The project also focuses on livelihoods and employment creation support, a key building block for strengthening social cohesion.
Local and international NGO partners will improve their financial, management and other related capacities under the HACT framework	Where relevant, in the cases of activities that will engage with responsible parties.
Spill-over effect	Service industry and other (surrounding the revitalized sectors) in the local economy will be boosted and create more livelihood opportunities

Overall, the project aims to contribute to:

Contribution to National Development Agenda, UNSDCF, UNDP SP and CPD	
National Development Plan (2018-2022)	**Priority 4:** Provide the conditions for an enabling environment for all forms of investment and strengthen the role of the private sector. **Priority 7:** Reduce unemployment and underemployment rates.
United Nations Sustainable Development Cooperation Framework (UNSDCF) Iraq 2020-2024[19]	**Outcome 2.1:** Improved people-centred economic policies and legislation contribute to inclusive, gender-sensitive and diversified economic growth, with a focus on increasing income security and decent work for women, youth, and vulnerable populations.
UNDP Strategic Plan (SP) 2018-2021	**Outcome 1:** Advance poverty eradication in all its forms and dimensions.
UNDP Iraq Country Programme Document (CPD) 2020-2024[20]	**Outcome 2:** Improved people-centred economic policies and legislation contribute to inclusive, gender-sensitive and diversified economic growth, with a focus on increasing income security and decent work for women, youth, and vulnerable populations.

The proposed activities will be complemented with the support for policy and institutional-level reforms that are planned under the Economic Diversification pillar of the Country Programme portfolio[21].

[19] As of July 2020, still in draft format.
[20] Accessible at https://www.iq.undp.org/content/iraq/en/home/library/iraq-cpd-2020-2024.html
[21] UNDP Iraq Country Programme Document (2020-2024).

Furthermore, the projects will contribute to the following SDGs:

Project measures and contribution to SDGs	
Main aspect	**Description**
SDG Goal 1: End poverty in all its forms everywhere.	Support the vulnerable and crisis-affected people through livelihoods and employment support interventions.
SDG Goal 5: Achieve gender equality and empower all women and girls.	• Specific needs and potential of women are reflected in the project design, implementation, and evaluation. • Gender-disaggregated target setting.
SDG Goal 8: Promote inclusive and sustainable economic growth, employment, and decent work for all.	• Specific needs and potential of target population groups are reflected in the project design, implementation, and evaluation. • Community-based approach is mainstreamed throughout the project process to ensure representation of the target beneficiaries and the wider community.

III. RESULTS AND PARTNERSHIPS

Expected Results

UNDP Iraq proposes to support the most vulnerable population among the IDPs, returnees and non-displaced populations/host communities with short-term employment opportunities in priority infrastructure rehabilitation combined with skills development and grant support to improve the housing **[Output 1]**, agriculture **[Output 2]** and private sector (MSME) productivity **[Output 3]**.

For this initial project planning, locations for each Activity-Output were identified, based on UNDP's internal needs assessments and evaluations under ongoing and completed projects and through its coordination and work through the Durable Solutions (DS) and ABRA. As this project progresses, more target-specific (in terms of geographic location, beneficiary groups and activity) assessments will be conducted to better inform programming and implementation.

UNDP is leading the coordination of the Emergency Livelihood cluster at national and local levels, and also co-leads the area-based approaches (ABA) under the durable solutions working groups in the targeted areas. Thus, UNDP is and will continue coordinating all its activities either at the thematic level or geographical level as needed. Under the Durable Solutions initiative, a gap analysis has been carried out to develop Plans of Action (PoA). This exercise involved all actors operating in a given area to ensure identification of the remaining stabilization gaps. UNDP will utilize both fora to identify complementary activities and create synergies while ensuring that duplication of efforts is avoided.

Output 1: Employment opportunities are created in the housing sector through support to individuals and priority rehabilitation

Activity 1: Conduct relevant needs assessments, analyses with community participation in collaboration with local authorities and in coordination with other agencies.

Activity 2: Provide skills development opportunities in construction for the youth interested in this field. The trained youth will benefit from a referral mechanism to encourage involvement and employment in the housing interventions.

Activity 3: Rehabilitate or rebuild priority housing through an intensive labour approach to maximize the short-term employment in the targeted area.

Within the Iraq DS plans of action that are under development and where UNDP is an active member, housing was reconfirmed as one of the main priorities to improve the living conditions in areas of origin and locations of integration or relocation. UNDP through its contribution to durable solutions will coordinate with other actors to prioritize housing activities within Diyala[22] (Saadiya District), Salah Al-Din (Baiji district), and Kirkuk (Hawija District). The interventions will align with the guiding principles and objectives outlined in the Iraq DS Strategy and Operational Framework.

[22] 77% of the respondents claim that their house, land and property was damaged/destroyed during the conflict as per the multi-sector ground truth assessment implemented by Oxfam Iraq, UNDP partner, through the funding support from the German Federal Ministry for Economic Cooperation and Development (BMZ), provided through KFW Development Bank" to implement a ''Sustainable Livelihoods & Economic Recovery in Diyala''.

The Iraq DS Strategy and Operational Framework are aligned with the Inter Agency Standing Committee (IASC) Framework on Durable Solutions for Internally Displaced Persons. The main principles and objectives are:

- All efforts to resolve internal displacement in Iraq must adhere to human rights and protection standards, namely the Principled Returns Framework, the Guiding Principles on Internal Displacement, the IASC Framework on Durable Solutions and other principles of international and Iraqi law.
- To sustainably resolve displacement, it is essential that programming and implementation recognizes the overall leadership role of national and local authorities. Interventions undertaken by international actors should be conducted hand-in-hand, and with inputs and support from national and local authorities who should be part of/leading planning, prioritization, implementation and monitoring of programmes.
- Voluntary, safe and dignified choices are essential for the successful attainment of durable solutions and these principles are the basis for any support provided to people under this strategic framework.
- Delivering this strategy will require coordinated, multi-sectoral and layered interventions. Hence, multiple agencies with different sector competencies and approaches (humanitarian, stabilization, development, peace) ought to support the interventions in this strategy.
- Improving conditions in areas of origin will contribute to the sustainability of returns and the reintegration process.
- While local integration and relocation have been happening organically, improving conditions in locations experiencing significant numbers of people settling will be crucial to enable displaced people to integrate in the new areas while at the same time supporting host communities in the area to ensure they can sustainably live together in the long term.
- Progress towards the achievement of durable solutions will be monitored over time and across all displacement-affected population groups.

Activities under Output 1 are designed to create short-term employment opportunities[23] in the housing sector using a labour-intensive approach while rehabilitating priority housing and looking at needs and means to facilitate longer-term employment for the target population. UNDP in collaboration with community members and local authorities will assess the housing needs based on socio-economic and vulnerability criterion to identify and prioritize the housing interventions. Once the damaged houses are selected, UNDP housing engineers will conduct a technical assessment to define the rehabilitation works for each housing unit. The housing rehabilitation works could include supply and repair of doors and windows, repair mastic joints on roof with some concrete slabs, rehabilitation of electrical installations with accessories, rehabilitation of all sanitary work, plastering and painting, building some walls inside and outside the houses and other such rehabilitation works. UNDP through this intervention will try to prioritize the use of local contractors, materials and workers to revive the local market in terms of injecting cash liquidity to jump start the economic situation for those who will be employed in the rehabilitation works during the lifetime of the project.

In addition, UNDP in partnership with the government authorities and relevant technical and vocational education and training (TVET) programs will be arranged to support building capacities of the short-term employed beneficiaries to continue working in the housing sector. The duration of training programs will vary depending on the requirement for each skill (PVC, welding, electricity, aluminium, carpentry, plumbing, repairs and maintenance of AC/fridge,

[23] As per the German employment initiative “Partnership for Prospects (P4P) guidelines and definitions”

design, and others), but ranges from 33 to 60 days. Upon completion of the training that consists of both theoretical and practical modules, certificates will be provided to each trainee.

UNDP will assure gender-responsive measures to foster women participation under this Output. This will involve gender-sensitive community mobilization, integrating a gender awareness session in all trainings in addition to adopting a gender-sensitive eligibility criterion. While the short-term labour and job-facilitation training opportunities will mostly benefit men (with a focus on youth), women will be provided with skills training to support housing sector activities such as design using computer software and project management.

- 900 Houses to be rehabilitated benefiting 5,400 people and generating 760 short-term employment opportunity.
- 850 people will benefit from skills development in the housing and construction sector.

Output 2: Employment opportunities are created in agricultural sector through support to individuals and rehabilitation of priority infrastructure

Activity 1: Conduct relevant needs assessments, analyses with community participation in collaboration with local authorities and ministry of agriculture.

Activity 2: Rehabilitate critical agricultural infrastructure for increased productivity through a labor-intensive approach to maximize the short-term employment in the targeted area.

Activity 3: Provide skills development in agriculture for the youth and women interested and already benefiting from rehabilitated agricultural infrastructure in the targeted area.

Activity 4: Support farmers / MSMEs / local department of ministry with in-kind support and/or grants.

Livelihoods has become the main factor for IDPs considering returning to their areas of origin[24]. As per the assessments done August - November 2018, 30 per cent of IDPs ranked livelihoods as the most important requirement for return. This has increased to 48 per cent in the assessment done October 2019 - January 2020. Without the infrastructure of a functioning economy to return to, IDPs are choosing to stay in host communities where they see more economic security, even if tenuous or temporary.

Due to the disruption and damages caused by the ISIL conflict, the percentage of Iraqis employed in the agricultural sector has dropped from 22.5 percent in 2011 to about 18.27 percent in 2019[25] where those working in the agricultural sector remains less than one per cent, compared to the 29 per cent who worked in agriculture prior to displacement.

With the return of IDPs and increasing number of women seeking jobs, the sector offers the greatest potential to absorb these populations, especially as the jobs in agriculture require modest skills that can be developed in the short-term.

Activities under Output 2 are designed to rehabilitate public agriculture infrastructure that is critical to increase productivity in the agricultural sector using labour intensive methods that maximize short-term employment opportunities. The proposed agriculture infrastructure rehabilitation may range from irrigation canal repairing[26], sluice gates to regulate the flow of water, water pumping and networks, storage facilities or warehouse, silos, drying areas for

[24] Access to Durable Solutions among IDPs in Iraq, Livelihoods and Economic Security in Displacement

[25] ILO stat and World Bank: Employment in agriculture (% of total employment) (modeled ILO estimate) - Iraq | Data (worldbank.org).

[26] ISIL had deliberately and systematically destroyed farming infrastructure, sabotaged irrigation systems and wells, and set fire to crops and plants as part of its violent campaign to prevent people from returning home. According to FAO, the total area which has historically been used for agricultural production in Iraq is about eight million hectares, but it is estimated that the average area currently farmed ranges from only three to four million hectares.

cereals, bankers for corns and others. These infrastructures will be handed over to the end-users such the Ministry of Agriculture, local authorities, farmers associations and others. UNDP will prioritize interventions in the Ninewa (Sinjar District), Kirkuk (Hawija District), Diyala (Muqdadiya, Balad Ruz and Al-Khalis Districts) and Anbar (Fallujah and Karma Districts).

In addition, UNDP aims to provide skills training to youth and women to increase job creation in this sector and will rely on completed value chain studies[27] such as wheat, vegetables, livestock, and others. The type of trainings will be confirmed after a gender sensitive needs assessment that may include preparing the land, knowing the fertility of the soil, the amount of organic and inorganic fertilizers, irrigation system and optimal agricultural machinery (e.g., tractor, fertilizer grain, harvester, hay press) maintenance and management, harvesting and post harvesting practices, packaging, and others. Some soft skills will be added to these technical trainings such as financial management, negotiation, planning skills, access to finance and market and others. UNDP will collaborate with vocational training centers and universities to engage them in the provision of this intervention through a tailor-made training approach combining theoretical and practical learning.

Under this output, UNDP will provide support to farmers and other agriculture sector stakeholders to access equipment or replace damaged equipment (such as water pumping, agriculture machinery and agriculture equipment and tools and others) in order to improve their productivity and cost reduction.

UNDP will work to support women's participation in agriculture through maximizing their involvement in the maintenance and repair of agricultural infrastructure such as irrigation canals. The project will address key challenges that women face such as unsafe transportation by facilitating safe transportation methods and supporting the provision of childcare services for women involved in these interventions. UNDP will adopt a gender sensitive mobilization strategy that includes using women influencers, strategic locations for meetings and a gender-sensitive eligibility criterion to increase women participation. In addition, UNDP will explore provision of technical expertise to women in the agriculture sector to advance their role as agriculture experts providing specialised extension services.

- 12 agriculture infrastructures rehabilitated benefiting 2,000 farmers and generating 1,800 short-term employment opportunities.
- 800 people will benefit from skills development & training for agricultural sector.
- 220 farmers will benefit from in-kind or grants support of value in the order of US$ 5,700 to US$ 6,200 per beneficiary.

Under Outcome 2, UNDP will collaborate directly with NRC not only to avoid duplication of intervention but to ensure synergies and complementarity. UNDP will build on and utilize the findings of the value chain study developed by NRC for Ninewa and Kirkuk for the additional areas. During the first quarter of implementation/the inception phase, UNDP will further organize a workshop between both teams to better understand the planned activities and map out spaces for synergy and complementarity within the value chains. Regular coordination will be scheduled with NRC at national and field levels. Further, UNDP is leading the coordination of the Emergency livelihood cluster at national and local levels. Also, UNDP co-leads the area-based approaches (ABA) under the durable solutions working groups in the targeted areas. These enable UNDP to coordinate all activities either at the thematic or geographical level.

[27] Value Chain analysis in Kirkuk and Ninewa, 2021 – NRC – KFW.

Output 3: Employment and business opportunities are created in private sector through support to individuals, MSMEs and priority rehabilitation.

Activity 1: Conduct relevant needs assessments, analyses with community participation, in collaboration with local authorities and chambers of commerce and others.

Activity 2: Rehabilitate critical infrastructure for MSMEs to increase productivity through a labour-intensive approach to maximise the short-term employment in the targeted area.

Activity 3: Provide business skills in the targeted area for interested business owners.

Activity 4: Support MSMEs with in-kind support and/or grants.

Activities under Output 3 are designed to rehabilitate markets, shops, and industrial zones to provide support MSMEs to increase their capacities and competitiveness, using labour intensive methods maximizing short-term employment, while conducting assessments to specify the needs, opportunities, and viability of businesses in the target areas. The rehabilitation of market infrastructure will also benefit farmers who will be able to sell their produce in these marketplaces.

As a result of the ISIL conflict, public markets, industrial zones, and shops in the targeted area were destroyed eliminating key sales outlets for producers, farmers and MSMEs. significantly impacting employment opportunities. In Ninewa (Sinjar district) and Kirkuk (Hawija District) the agriculture marketplaces were destroyed which reduced access to markets and the competitiveness of farmers to sell their products and produce, where traders assembled in one place to get the produce sorted and packaged. Also, in Diyala (Baquba), the industrial zone owned by the municipality was destroyed, which is an essential barrier to MSMEs to restart their operations and provide job opportunities to returnees and non-displaced populations/host communities.

UNDP will explore in these MSMEs infrastructure, the possibility to implement environmentally friendly solutions like waste management including collection, transportation, recycling, disposal, and processing to produce compost.

Based on a gender sensitive community-based needs assessment, critical infrastructure for MSMEs growth such as marketplaces, shops and others will be rehabilitated along with a customised package of support activities that are explored to ensure sustainability and growth of the selected businesses. Businesses will be selected in pre-identified location and targeted sector/market as per needs and business feasibility studies, and the eligible business owners and aspiring entrepreneurs will be invited to apply for the final selection.

In addition to the infrastructure rehabilitation, entrepreneurs will benefit from business skills development (10–14-day trainings on marketing, book-keeping, sales, customer services, packaging, and other skills).

An in-kind or grant support to MSMEs will be provided in terms of materials or equipment provision; small business grants for start-ups, asset replacement or business expansion; and business coaching and mentoring for 1-3 months via business support clinics, one-on-one mentorship programs or study exchange visits. This is aimed at building entrepreneurs' capacity to grow their businesses and thus create more sustainable employment opportunities.

- 4 key communities infrastructures rehabilitated benefiting 600 people generating 440 short-term employment opportunities.
- 500 people will benefit from skills development for increased employability in private sector.
- 220 MSMEs will benefit from in-kind or grants support of value in the order of US$ 3,800 to US$ 4,100 per beneficiary.

Type of support	What skills/support	Implementing partners	Duration	Follow-up
Business skills development	Characteristics of businesses and start-ups, feasibility studies, customer service, sales, marketing and branding, accounting, and bookkeeping, management skills, pitching skills, among others.	Service Providers under UNDP livelihood team's technical guidance	10 to 14 days, depending on skills requirement	Business coaching and mentoring support.
In-kind support	Materials, equipment, tools	Service Providers under UNDP livelihood team's technical guidance	3 to 6 months	Business coaching and mentoring support.
Business grants	Small business grants in tranches linked to the progress in the business establishment / achievement of corresponding deliverables.	Service Providers under UNDP livelihood team's technical guidance	3 to 6 months	Business coaching and mentoring support.

Beneficiaries

		Direct Beneficiaries				Indirect Beneficiaries		
		Total	Female	Male	Youth[28]	**Total**	Family[29]	Employees
Output 1	Rehabilitation Houses	**900**	270	630	360	**5,400**	5,400[30]	
	Short-term Employment	**760**		760	304	**4,560**	4,560	
	Skills Development	**850**	150	700	340	**5,100**	5,100	
Output 2	Rehabilitation	**2,000**	600	1,400	400	**12,000**	12,000	
	Short-term Employment	**1,800**	700	1,100	720	**10,800**	10,800	
	Skills Development	**800**	350	450	320	**4,800**	4,800	
	In-kind or grants support	**220**	40	180	88	**2,200**	1,320	880[31]
Output 3	Rehabilitation	**600**	50	550	240	**3,600**	3,600	
	Short-term Employment	**440**	50	390	176	**2,640**	2,640	
	Skills Development	**500**	200	300	200	**3,000**	3,000	
	In-kind or grants support	**220**	30	190	88	**1,980**	1,320	660[32]
Total (benefits)		**9,090**	2,440	6,650	3,236	**56,080**	54,540	1,540

[28] As of project design, youth target is set at 40% of the total beneficiary target for each activity except for rehabilitation of agriculture infrastructure in which case the youth target is set at 20% of the total beneficiary target.
[29] Family or dependents, this is calculated based on the premise that all livelihood beneficiaries have on average 6 members to support.
[30] Number of family members that will be benefitting from the rehabilitated housing (estimate based on average 6 members per family)
[31] Number of employees (on average 4 per support to farmers) hired by the farmer
[32] Number of employees (on average 3 per business) hired by the SMEs

Breakdown	# of beneficiaries	Female	Male
Short-term[33]	3,000	750	2,250
Long-term[34]	5,190	1,420	3,770
Housing	900	270	630
Total (benefits)	**9,090**	**2,440**	**6,650**

The project has made a budget provision of US$ 12 million for labour intensive cash for work (CfW) across three outputs out of which US$ 9 million is planned to be spent upfront in 2021-2022, which will directly address immediate vulnerability of unemployed and underemployed wage earners from COVID-19 induced economic distress. This will benefit 2,250 short-term beneficiaries (out of 3,000 over project duration) from wage employment of at least 40-60 days receiving an average minimum income of US$ 1,000 and will place at least US$ 2.25 million cash in the hands of vulnerable population. Together with US$ 1.8 million, budgeted for 2021-2022 for skills development of beneficiaries across three outputs, a direct relief of US$ 4 million will immediately accrue to vulnerable population, suffering from COVID-19 linked economic crisis.

Note: The total number of beneficiaries in the above table may not be unique. For example, a beneficiary of skill development training in construction for housing sector may receive short-term wage employment for housing rehabilitation. Further, beneficiaries of skill development in agriculture and MSME sector may receive in-kind or grant support. Also, people benefitting from housing and/or infrastructure rehabilitation may receive short-term wage employment under respective rehabilitation projects.

[33] Short-term employment refers to Cash for Work beneficiaries and the estimated calculation is made only for jobs with more than 40 days duration as per P4P Methodology Note

[34] Long-term figures here refer to the estimate beneficiaries of the 'long-term job facilitation' activities such as training, business grants, in-kind support (materials, equipment, tools), and rehabilitation of SME shops/livelihood means owned by individuals.

Resources Required to Achieve the Expected Results

Country Office Direct Project Cost (DPC)

Function	Positions (part time)	Responsibilities
Operations	Head of Service Centre (SC)	Oversees and quality assures the overall operations of the Service Centre which provides procurement, finance, human resources, administration, and IT support services for development projects in the UNDP Iraq Country Office.
Procurement	CAP Chair and CAP Secretary	Technical Advisors for UNDP Iraq Contracts, Assets, and Procurement (CAP) Committee to ensure compliance with UNDP procurement policies and procedures.
	Head of Procurement Unit	Lead and supervise procurement processes of the project. Support to find solutions for procurement related challenges.
	Procurement Specialists / Analysts / Officers	Serve as Procurement Case officers who are responsible for managing procurement processes for assigned cases, in keeping with UNDP's procurement rules and regulations.
Finance	Finance Specialists / Officers	Lead on providing advice on financial rules and regulations of UNDP, support compliance, and in coordination with the Finances Unit, process payments for resources, goods, works, and services for the project implementation.
PMSU	Programme Management Specialist and PMSU staff	As part of the Programme Management Support Unit (PMSU), the Programme Management Specialist and PMSU staff support the Programme Pillars and Project Managers to ensure compliance with programming quality standards and UNDP project management rules and regulations.
HR	Human Resources Staff	Support in the Contract Management of the Human Resources in compliance with UNDP policies, rules, and regulations.
Security	Head of Security and Security staff	Support in security management and monitoring travel to project locations. Ensure compliance with UNAMI and UNDSS Security Protocols.

Project Management Team

Position/Function	Responsibilities	Filled/New
Senior Programme Manager (SPM)	Provide guidance for the timely management and overall delivery of the Project outputs and targets through actions as specified in the Multi-Year and Annual Work Plan.	New hire (Shared)
Project Manager (PM)	Responsible for the successful management of project outputs and contribution to the achievement of project outcomes. The PM is responsible to run the project including managing staff on a day-to-day basis on behalf of and within the framework outlined by the Project Board.	Filled (Shared)
Planning Monitoring and Reporting	Responsible for planning and monitoring as well as preparation of quality results-oriented reports to meet the	Filled (Shared)

	donor, Project Board, and the UNDP corporate reporting obligations.	
Programme Support Officer / Senior Programme Officer	Assist the technical teams and project management team with day-to-day operations and administrative support, to enable implementation of project. Responsible for monitoring and implementation of activities in the target locations, as well as overseeing the field staff.	Filled (Shared)
Health and Safety Officer	Responsible for monitoring the project sites to ensure compliance with UNDP Social and Environment Standards (SES) as well as project-specific health and safety measures.	New hire
Field Monitoring Specialists / Engineers	Inter alia, responsible for supervising the field monitors to ensure accurate and timely data collection, monitoring and reporting the activities progress to support the project's effective implementation in line with donor's requirements. Responsible for daily monitoring and data collection, supervision of contractors, and field reporting.	TBD
Gender Specialist	Responsible for gender mainstreaming in all activities by providing technical and capacity support to programme team and partners. Ensures compliances to women's protection, sexual exploitation, and safety measures.	Filled
Communications Specialist	Formulated the communications plan for the project, conceptualizing communications products, and timely release of communications materials.	Filled (Shared)

Integrated Implementation Team for Livelihood Projects

Position/Function	Roles and Responsibilities
Livelihood Specialist(s)	Responsible for the design and implementation of programme strategies and project activities with strong technical soundness to enhance livelihoods and local economic recovery. Leads the Livelihood Team and manages day-to-day activities on livelihood and local economy recovery. Establishes strategic partnerships with the key actors, including the Government officials, community leaders, the academics, UN partners and the private sector. Provides technical quality assurance for livelihood activities, and technical advisory support for project partners.
Livelihood Officer(s)	Ensure effective implementation and supervision of all categories of livelihood activities. Manages day to day activities related livelihood projects and undertakes timely monitoring visits. Ensures validation of work completion to enable payments to be made based on the exact and actual implementation of activities.
CfW Officer(s)	Serve as a monitor for livelihoods projects, including weekly spot checks of ongoing clean-up works, identify any problems or issues, and communicate these to the Livelihoods Team. Address issues that might arise in the field with the Contractors and Field Monitors. Facilitates field missions for project stakeholders, including donors.

Senior Engineer(s)	Responsible for housing and/or infrastructure rehabilitation works; coordinates with the Project Manager and other units within the Project team to ensure implementation.
Field Engineer(s)	Under the overall supervision of Senior Engineer, responsible for rehabilitation, monitoring, quality assurance, and follow-up.

Time-schedule

The project will be implemented over a project duration from 01 December 2021 to 31 December 2024. A planned time schedule for project activities is presented below and in ANNEX-III.

Year					Y1	Year 2 - 2022				Year 3 - 2023				Year 4 - 2024				
Quarter					Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
		Description of	Phase	Responsible Party		Implementation				Implementation				Implementation				Remarks
WBS No.	Outcome:	Income security and socio-economic inclusion improved through support to diversified livelihood opportunities																
1		Output 1																
1.1		Activity 1.1	II	FFS		1	1	1										Needs Assessment
1.2		Activity 1.2	II	FFS				1	1			1	1					Skill Development trainings in construction
1.3		Activity 1.3	II	FFS				1	1	1	1	1	1	1	1			Labour intensive Housing rehabilitation
2		Output 2																
2.1		Activity 2.1	II	FFS+ICRRP		1	1	1			1	1						Needs Assessment
2.2		Activity 2.2	II	FFS				1	1	1	1	1	1	1	1			Labour intensive Agri-infrastructure rehabilitation
2.3		Activity 2.3	II	FFS+ICRRP					1	1			1	1				Skill Development trainings for agriculture sector
2.4		Activity 2.4	II	FFS+ICRRP					1	1			1	1				Grants and/or in-kind support
3		Output 3																
3.1		Activity 3.1	II	FFS+ICRRP			1	1										Needs Assessment
3.2		Activity 3.2	II	FFS					1	1	1	1	1	1	1			Labour intensive MSME infrastructure rehabilitation
3.3		Activity 3.3	II	FFS+ICRRP					1	1			1	1			1	1 Skill Development trainings for business sector
3.4		Activity 3.4	II	FFS+ICRRP					1	1			1	1			1	1 Grants and/or in-kind support for MSMEs

Partnerships and Stakeholder Engagement

The Project will work in close partnership with the GOI, at national, governorate and local levels to coordinate and implement the proposed activities. For the proposed activities and outputs, the Ministry of Labour and Social Affairs (MoLSA) will be the primary partner within the GOI to ensure an effective and sustainable outcome.

The Project will also leverage the comparative experience and expertise of the complementary projects under Stabilization (FFS, ICRRP), Economic Diversification (Funding Facility for Economic Reform -FFER) pillars of the UNDP Iraq programme portfolio. UNDP Iraq will put conscientious efforts to link between its own projects across the pillars to ensure synergy through complementarity and continuity.

Active coordination and information sharing will also be sought with the relevant partners including NGO partners and UN agencies in bilateral manner, or through the UN Cluster System (e.g., Cash Working Group, Shelter, Emergency Livelihood, Food Security, Child Protection, Gender Based Violence, Housing, Land and Property, Mine Action, etc.) in addition to coordination with the Humanitarian Country Team. Required coordination for programming within the framework of the UNSDCF will also be ensured through engagement with the Priority Working Groups (PWGs)[35] and the Programme Management Team (PMT) of the United Nations Country Team (UNCT) in Iraq.

Beneficiaries (including broader community of the targeted areas) are the most important stakeholders and would be consulted and engaged in a gender sensitive manner to identify priority needs and better inform project design, management, and implementation. Local mechanisms such as LPCs, community groups including women, youth, persons with

[35] In particular, the PWG#2 that focuses on the Strategic Priority #2 Growing the Economy for All.

disabilities and other groups, non-governmental organisations, and community-based organisations that UNDP have existing partnerships with, would be engaged and consulted to ensure broad community participation. Such community engagement will be coordinated and leveraged as required with UNDP Iraq's Social Cohesion Team, which is responsible for providing technical support to mainstream the strategic priority ('social cohesion') in all projects and activities[36] under the Country Programme portfolio. Social Cohesion Team coordinates with other project teams to share information and progress of respective activities on a regular basis (e.g., biweekly meeting with Stabilization pillar teams) and ad hoc (e.g., project team requests inputs when designing an activity or assessing the needs/challenges of selected location, for review of proposals and other, and coordination to engage with communities, etc.).

Consideration of conflict sensitivity, social/environmental safeguards

The Project will focus on the governorates of Anbar, Diyala, Kirkuk, Ninewa and Salah al Din, where communities have since 2014 experienced significant levels of violence, loss of life, destruction of personal and public property, and displacement, including through the process of liberation from the control of ISIL.

COVID-19 has also compounded the socio-economic conditions for the communities in these governorates. Therefore, UNDP has identified several common lines of conflict and fragility that impact these governorates, and accordingly has considered these as part of the Project's design. These lines of conflict and fragility include, but are not limited to tensions between different groups/communities over access to services and limited resources -including financial and natural resources; potential for increase in existing tensions between people that will directly receive support from the Project, and those who will not; an increasing trend in SGBV/GBV in the target locations; incidents of violence/armed attacks initiated by ISIL / ISIL sleeper cells; increased vulnerability of at-risk- youth to violent extremism; and the increased levels of economic vulnerability across all communities as a result of COVID-19, leading to an increase in social tensions.

Furthermore, UNDP also recognizes there are unique lines of conflict and fragility in each of the governorates, that can pose a risk to the Project. These include for example the level of diversity in the ethnic, tribal, and religious composition of communities in each governorate, levels of explosive hazard and IED contamination, the environmental conditions and availability of natural resources, the types of security conditions, economic activity, and susceptibility to natural disasters. Therefore, UNDP Iraq will draw upon a system that will be put in place in the Country Office to provide ongoing conflict and political economy monitoring and analysis to help increase the timely availability of data and analysis that would directly impact this Project.

UNDP will aim to adopt an evidence and needs-based prioritization and decision-making process, which also includes community and local authority consultations in order to strengthen local stakeholders' buy-in and legitimacy of decision-making processes. This includes for example ensuring the opportunity and space for women and youth engagement. UNDP will also maintain effective levels of information sharing regarding the Project objectives, goals, activities, and target groups, to ensure critical levels of transparency. All efforts will apply do no harm ensuring all communities/beneficiaries are treated fairly and not (re)enforce or worsen social division.

A Social and Environmental Screening (SES) has been conducted for this Project. This Screening identifies risks relating to the categories of human rights, gender equality and women's empowerment, and community health, safety and working conditions. Most proposed mitigation measures indicated in the SES already form part of UNDP Iraq's project management processes for work in the target governorates and in the identified sectors of work, that have been in place primarily within FFS, ICRRP and BREP-I. However, as part of

[36] UNDP Iraq Social Cohesion Programme (ISCP)

a process of continuous improvement, this Project will capitalize on these measures and will take necessary steps to further strengthen measures where relevant.

The monitoring system for this Project will include not only progress and results monitoring, but be more multi-faceted, to include also systematic monitoring of risks identified in the Fragility, Conflict and Violence (FCV), and the SES. The system will also therefore include monitoring of health and safety and environmental aspects. Risk management is led by UNDP's Project Managers, while monitoring is undertaken by the M&E team. Monitoring the lines of conflict and fragility, will be supplemented by the analytical and monitoring work that will be undertaken by the Social Cohesion team in the Country Office.

Risks and Assumptions[37]

Risks	Probability (1-5)	Mitigation strategy	Impact (1-5)
Contextual Risks: Risks of state failure, return to conflict, development failure, humanitarian crisis. Factors over which external actors have limited control.			
Movement restrictions and other safety measures imposed, due to the COVID-19 pandemic, may cause delays or changes in operational arrangement for project implementation and monitoring.	P-3	Close monitoring of Government of Iraq (GOI) advisory on COVID-19 related inter governorate and intra governorate movement. While respecting movement restrictions, establish workarounds in place when physical access is not possible, to ensure implementation advances and monitoring is undertaken with locally based field teams using remote monitoring tools.	I-3
Worsening security situation across the Middle East region including re-emergence of ISIL group activity affects security in Iraq, especially in the target areas. Such security challenges may result in difficulties in accessing and implementing activities in the selected areas.	P-2	Indications of a deterioration in security related to regional conflict and tensions to be closely monitored and raised to National Operations Centre (NOC), where such deterioration threatens stabilization gains and/or continuity of activities. Robust field teams in place to ensure continuity of localized activities to the best degree possible when wider movement of UNDP teams may be restricted due to insecurity.	I-3
Risk of natural hazards affecting timely programme implementation	P-2	Apply existing early warning, contingency planning mechanisms into programme design and natural hazard risk information in the design of farming sector activities	I-2
Programmatic risks (as per the Results matrix): Main risks of failure to achieve Project aims and objectives. Also Risk of causing harm through intervention.			

[37] Detailed risk analysis is regularly updated and would be shared through reporting.

Risks	Probability (1-5)	Mitigation strategy	Impact (1-5)
Poor quality contracted work leading to ineffective results and/or expectations going unmet.	P-2	A strong, multi-layered monitoring mechanism to be in place on the ground during the implementation phase to closely supervise contracted/partner work. The monitoring mechanism to mobilise a multi-disciplinary team to include UNDP engineers, specialized field monitors, health and safety officers and environmental specialist to ensure a diversity of perspectives.	I-2
Risk of tensions being created/increased between communities in the target locations which will receive direct support through the Project and other communities that do not. (e.g., immediate surrounding communities.) Risk of project support not meeting the priority needs of the target communities	P-3	The project aims to ensure that programming is undertaken in consultation with relevant stakeholders, including Government and communities, and also informing prioritization based on the findings of markets and needs assessments, and value chain analysis. The project aims to support different ethnic, religious, and tribal communities, and to reach returnees, displaced and non-displaced populations/host communities as relevant, in keeping with the principle of do no harm. Mechanisms will be in place to obtain complaints with regards to targeting and beneficiary selection. An updated conflict analysis will also be used when planning the design, implementation, and monitoring to be able to identify specific strategies that need to be adopted to mitigate the creation/exacerbation of tensions.	I-3
Risks of service providers / responsible parties not complying with UNDP standard, policy and related rules and regulations	P-2	Application of multi-layered monitoring oversight on project partner adherence to specifications, quality of work and broader rules and regulations associated with UNDP implementation. Clear targeted contract clauses to stipulate UNDP quality standards, rules, and regulations. Enforce strict procurement and contract management policies and procedures in cases of non-compliance with UNDP quality standards, rules, and regulations.	I-3
Risks of sexual and gender-based violence, or discrimination	P-3	All UNDP staff are fully trained on the prevention of sexual harassment,	I-4

Risks	Probability (1-5)	Mitigation strategy	Impact (1-5)
		exploitation, and assault through a suite of mandatory courses. Dedicated gender unit staff and annual work plan specially designed for gender mainstreaming and protection will be strictly adhered. Conscientious design of programme and staffing, and gender-mainstreamed implementation and monitoring. Ensure wide communication relating to the various means of reporting incidents or threats of sexual harassment, exploitation of assault. Special measures introduced to ensure comfort and safety of female participants in targeted Livelihood sector interventions, including regular one-on-one liaising during project implementation and after project completion.	
Risk to the environment/natural habitat, and possible pollution from construction work that will be undertaken.	P-2	Larger projects in target locations, if any, will undertake individual SES to identify potential risks to the environment and natural resources and identify the required and relevant mitigation measures prior to initiating implementation. The project's monitoring practices will include targeted oversight of environmental safeguarding and protection efforts.	I-2
Institutional risks: Risks to the Fund / Implementing Partner, e.g., security, fiduciary failure, reputational loss, domestic political damage.			
Reputational risks if conflict-sensitive/do no harm approach is not correctly mainstreamed and implemented	P-2	Conflict-sensitive approach to be applied in project planning, implementation, monitoring, and communication to ensure that there is no harm caused by UNDP works in the mandated locations of the liberated governorates.	I-3
Risk of corruption and fraud by selected partners/service providers, or other stakeholders	P-2	A zero-tolerance policy in terms of dealing with corruption, which is practiced transparently and without exception in all cases where corrupt or fraudulent activities are encountered. Use of e-tendering system and relevant training to potential bidders and partners.	I-3

Risks	Probability (1-5)	Mitigation strategy	Impact (1-5)
Non-compliance with labour laws, including use of child labour	P-4	UNDP rules and regulations on Child Labour to be explicit in procurement and contract materials. Kick off meetings and briefings with project partners to re-cap labour law obligations. Project supervisors and monitoring teams to pay targeted attention to reports, indications, and suspected cases of underage workers.	I-4
Risk to staff safety and security: Risk of Project staff being killed, abducted, injured, or otherwise harmed by working in a hazardous environment, including health related hazards.			
Risk to UNDP staff and beneficiaries due to explosive hazards and IED contamination in target locations	P-2	Explosive hazard removal actors, through the coordination of the Directorate for Mine Action (DMA) to conduct rapid threat assessments where explosive hazard (EH) threats are perceived or reported. UNDP to maintain on-the-ground coordination with actors who are undertaking explosive hazard removal activities in all areas. UNDP teams who face a particular exposure to EH threat such as those working on cash for work interventions in the public realm, to undergo EH awareness training.	I-4
Safety and health related incidents, especially given the current context of COVID-19	P-2	All UNDP personnel and field teams to adhere to national and localised movement restrictions, curfews, and other state safeguards against COVID 19 infection. UNDP field teams to receive clear guidance on social distancing and hand hygiene protocols while in the field and working with implementing partners. Onsite meetings/close interactions between UNDP personnel and field teams to be kept to a minimum. Online meetings and joint calls to be relied upon in lieu of on-site gatherings whenever possible. Reporting of suspected or confirmed COVID 19 cases within the teams of implementing partners such as contractors or NGO teams to be applied.	I-3

Knowledge

The Project will conduct gender sensitive assessments and analyses to profile socio-economic needs/vulnerabilities of target population, economic viability of selected sectors/businesses (market assessment, value chain study, etc.), conflict dynamics, and other. The assessments and analyses will be also made available to the partners and stakeholders for information sharing and broader discussions.

Lessons learned and promising practices from project implementation, including lessons on mainstreaming crosscutting approaches will be at least annually documented by the Project team, and shared with the partners through reporting and with the Project Board. To ensure coherence and create synergy across UNDP programming, the Project will provide the information gathered and lessons documented to other relevant projects.

Sustainability

Sustainability is built into the Project's strategic approach and activities' design, where the focus is placed on short-term job creation through improving infrastructure that allows sustaining long-term employment in agriculture and MSMEs in addition to strengthening the capacities of individuals and productivity of viable economic sectors to enable creating more jobs and business opportunities beyond the current project interventions.

All project interventions will be based on gender sensitive assessments and analyses conducted in specific areas of intervention. This will help to identify area-based root causes and drivers of existing challenges thus informing project implementation. Participation of relevant partners as well as broader community stakeholder groups will be given priority throughout this process to ensure that similar process could be replicated and continued with local ownership, after the Project's exit.

IV. PROJECT MANAGEMENT

The BREP Phase II proposes to continue the project implementation modality adopted for Phase I.

The Project will be managed through the direct implementation modality (DIM) by UNDP Iraq, which is accountable for the overall achievement of results and management of resources. The Project will be implemented in Governorates of Anbar, Diyala, Kirkuk, Ninewa and Salah Al-Din.

As the Project will be implemented in the Governorates which are also directly supported by UNDP's FFS, ICRRP and building on BREP I. The Project will reap from the benefits of co-location by adopting a management structure which ensures complementarity in the design of activities, coordination, collaboration, and cost effectiveness during implementation. This will add consistency in the quality of activity implementation thus consolidating and scaling up of achievements across the three projects. This will be ensured by relying on the existing harmonized field implementation and quality assurance architecture of ICRRP for livelihoods programming, and FFS for infrastructure rehabilitation as applied in BREP I implementation.

Through this Project UNDP will increase the number and profiles of managerial and technical capacities in the livelihood and infrastructure rehabilitation teams, in order to ensure availability of the required resources and level of expertise for quality assurance of programming, and the results achieved. Additionally, the Project will draw upon the technical expertise of the Iraq Social Cohesion Programme (ISCP) for analytical data relating to the conflict analysis of the target locations, and to support conflict sensitive design and monitoring of interventions.

The Project will also maintain a close collaboration with UNDP Iraq's Funding Facility for Economic Reform (FFER), to ensure its downstream programming is aligned with the key economic reforms that would be supported at policy and institutional levels, including efforts to strengthen the growth of SMEs, and in turn to share the lessons learned with the FFER team on supporting SME development in the liberated governorates.

UNDP will identify the required and qualified service providers and/or Responsible Parties, to support implementation of activities. Service providers and Responsible Parties will be selected according to UNDP's established Programme and Operations Policies and Procedures[38] following as required procurement or programmatic selection processes, to achieve high quality results, to mitigate risks and to strengthen administrative efficiencies. Service providers and Responsible Parties will be directly accountable to UNDP in accordance with the terms of each agreement signed. Service Providers and Responsible Parties can be qualified entities from private sector, civil society, academia and/or government as deemed necessary to meet the requirements of the Project.

Funding would be received by UNDP Iraq and managed in keeping with UNDP's Financial Rules and Regulations, and the terms and conditions of the Financing Agreement signed with the donor. The Project's management will also be guided by the decisions of the Project Board where relevant. The Project will be audited within the framework of the Direct Implementation Modality (DIM) as determined by UNDP's Office of Audit and Investigation (OAI). UNDP Iraq also has a dedicated Investigation Officer assigned by OAI, that will investigate any cases of fraud or corruption relating to this Project. Additionally, any Responsible Party engagements that are guided by the Harmonized Approach to Cash Transfer (HACT), would be subject to spot-checks and audits in keeping with the requirements of the HACT Framework. The Project will also be evaluated in keeping with UNDP's Evaluation Guidelines[39] both at mid-point and at the end of the Project.

[38] UNDP Programme and Operations Policies and Procedures, available at available at https://popp.undp.org/SitePages/POPPRoot.aspx

[39] UNDP Evaluation Guidelines available at http://web.undp.org/evaluation/guideline/

Direct project costing will be applied to the Project for the support services provided by the UNDP Iraq Country Office relating to both programme and operations. The Direct Project Costs (DPC) are organizational costs incurred in implementation of project activities and/or services that can be directly traced and attributed to that activity and/or service. These costs are included in the project budget and charged directly to the project budget based on annual expenditure. The objective of DPC is to reflect in the appropriate project budget, direct costs of achieving the relevant project results and objectives funded from regular (core) and other (non- core) programme resources. This Project will be provided with operations support (i.e., human resources, procurement, finance, transport, IT etc.) through the Service Centre in the UNDP Iraq Country Office which is based in Erbil. Programme quality assurance will be provided through the Stabilization Pillar and Economic Diversification Pillar teams, with the support of the Programme Management Support Unit of the Country Office, based out of Baghdad.

V. VISIBILITY

UNDP is committed to promoting the role of the Government of Iraq, the Government of Germany through KfW, and UNDP in supporting Iraqi communities under this bilateral agreement. UNDP suggests the following visibility for the project's implementation period. This plan may be refined from time to time in consultation with KfW.

Activity	Details	Quantity	Measurement of success	Budget
Project site branding (Only for infrastructure rehabilitation projects)	Project sites for rehabilitation will be branded with temporary signage during rehabilitation, and with permanent signage after the project has been completed. Signage will include the project seal (German cooperation flag), KfW logo, UNDP logo and Government of Iraq flag. The signage will be placed at a prominent and visible location at each rehabilitation project site. The sign boards will be standardized and contain the following message: *"This project was rehabilitated by the United Nations Development Programme in partnership with the Government of Iraq, funded from the German Federal Ministry for Economic Cooperation and Development (BMZ), provided through KFW Development Bank."*	Exact number of signages are dependent on number of projects.	• Increased awareness of KfW's contribution among Iraqi authorities and communities, local and international partners, UN agencies, and other key stakeholders.	N/A
Press release	UNDP to publish and distribute press release highlighting the agreement, including quotes from UNDP and representative of KfW.	1 x announcing the signing of the agreement. 1 x marking a significant project milestone. *Additional press releases can be published based on other significant project milestones.*	• Press coverage in national and international media. • Website views for published press release on UNDP Iraq website.	NA

Activity	Details	Quantity	Measurement of success	Budget
			• Engagement rates on social media.	
Signing ceremony	UNDP will organize a virtual or in-person signing ceremony to announce the bilateral agreement between UNDP Iraq and KfW. UNDP Iraq's leadership will be present at the signing. This may be held online or in person based on pending security movements and COVID-19 safety restrictions.	1 x signing ceremony.	• Increased awareness of KfW's contribution among Iraqi authorities and communities, local and international partners, UN agencies, and other key stakeholders.	NA
Inauguration ceremony	UNDP to hold an inauguration/handing over ceremony to celebrate completion of the rehabilitation project and/or graduation of a skilling project. UNDP to engage with local media to cover the inauguration ceremonies, if applicable.	To be determined based on the number of projects. 1 x media advisory inviting media to an inauguration. Additional media advisories to be published based on number of inaugurations/events.	• Press coverage in national media. • Engagement rates on social media.	NA
Human intereststories	UNDP to publish multi-media human interest stories online, highlighting the project's impact and mentioning contribution by KfW (mentioning funding from the German Federal Ministry for Economic Cooperation and Development (BMZ), provided through KFW Development Bank).	Three - to be shared on UNDP social media channels and UNDP website.	• Story website views, or video views on UNDP Iraq channels. • Engagement rates on Social media	US$24,000
Social media coverage on UNDP in Iraq Twitter, Facebook, and Instagram accounts	UNDP to publish posts with photos, highlighting progress made on projects, before, during and after implementation. The posts will mention KfW's support (mentioning funding from the German	The content will be tailor made to different social media platforms. The posts will be supported with visual representation, such as photos of the projects. It will	• Engagement rates on Social media • Increased awareness of KfW's support to Iraq	US$10,000

Activity	Details	Quantity	Measurement of success	Budget
with over 200,000 followers	Federal Ministry for Economic Cooperation and Development (BMZ), provided through KFW Development Bank). All social media posts will be published in three languages, Arabic, English and Kurdish.	include at least two posts on average for every year of the agreement: 1 x announcing the funding agreement. 6 x marking the commencement of projects. 6 x during project implementation of project. 6 x marking the completion of the project.		
Visual documentation and content package	UNDP to share a pool of high-quality photos in a content package, highlighting the impact of the project and KfW's contribution.	1 x content package for every year of the agreement. 5 x photos along with captions for every year of the agreement. Additional photos to be shared based on number of projects and/or if requested by KfW.	• Increased awareness and visibility of KfW's support to Iraq.	US$10,000

VI. MONITORING AND EVALUATION

In accordance with UNDP's Project Management policies, the project will be monitored through the following monitoring and evaluation plans. The plan will be annually reviewed as part of Project Management.

Monitoring Plan

Monitoring Activity	Purpose	Frequency	Expected Action	Estimated Cost
Track results progress	a) Field level monitoring of progress of activity implementation, new opportunities, challenges, and issues that negatively impact the pace and quality of achieving results.	a) Weekly	Slower than expected progress and quality will be addressed by project management, and corrective measures taken.	See ANNEX-II
	b) Progress data based on P4P Methodology and Harmonized Indicators for Integrated Livelihood Approach will be collected against the results indicators in the Results Framework and analysed to assess the progress of the project in achieving the agreed outputs.	b) A minimum, quarterly, and where relevant in keeping with the frequency required for each indicator will be defined in an internal Monitoring Framework		
Monitor and Manage Risks	Identify specific risks that may threaten achievement of intended results. Identify and monitor risk management actions using a risk log. This includes monitoring measures and plans that may have been required as per UNDP's Social and Environmental Standards. Audits will be conducted in accordance with UNDP's audit policy to manage financial risk.	At least twice a year	Risks are identified by project management and actions are taken to manage risk. The risk log is actively maintained to keep track of identified risks and actions taken.	
Knowledge Management	Knowledge, good practices, and lessons will be captured regularly, as well as actively sourced from other projects and partners and integrated back into the project.	At least annually	Relevant lessons are captured by the project team and used to inform management decisions.	

Monitoring Activity	Purpose	Frequency	Expected Action	Estimated Cost
Project Review to Make Course Corrections	Internal review of data and evidence from all monitoring actions undertaken by the Project Team to inform decision making by the Project Board. This internal review will also include taking stock of transition strategies adopted by the Project.	At least annually, and ad hoc as required	Performance data, risks, lessons, and quality will be discussed by the project and used to make course corrections.	
Annual Project Implementation Quality Assurance	The quality of the project's implementation will be assessed annually against UNDP's implementation quality standards to identify project strengths and weaknesses and to inform management decision making.	Annually (Q2/Q3)	Areas of strength and weakness will be reviewed by the Project's management team and used to inform decisions on course adjustments needed in implementation and management.	
Project Report	A consolidated progress report in prescribed Reporting Template will be circulated to members of the Project Board and key stakeholders, consisting of progress data showing the results achieved during the reporting period, a summary of risks, and lessons learned, and any evaluation or review reports prepared over the period.	-Quarterly progress report -Annual progress report -Final project report	Keep stakeholders informed of the project's progress, opportunities and challenges, risks and lessons learned.	
Project Review by the Project Board	The Project Board does a regular review of the Project to assess its overall performance in achieving results and management of resources. The Project Board will meet at least once a year, and in the project's final year, will hold an end-of project review to capture lessons learned and discuss opportunities for scaling up and to socialize project results and lessons learned with relevant audiences. The Project Board will also review the findings of the Evaluations and support the Project's	At-least Annually	The Project Board will discuss any quality concerns or slower than expected progress and agree on management actions to address the issues identified. The Project Board will also review the Project's transition and closure arrangements.	

Monitoring Activity	Purpose	Frequency	Expected Action	Estimated Cost
	Management to identify any course adjustments required to strengthen implementation and management.			
Project Audit and/or Investigation	To ensure the project is implemented in keeping with UNDP's Financial Rules and Regulations (FRRs). Audits within the framework of DIM will be commissioned and managed by OAI. OAI will also monitor and support any investigations relating to allegations or cases relating to fraud and corruption.	As determined by OAI in keeping with FRRs.	The Project Management Team will review the findings of the Audit to identify what corrective management measures (if any) are required, and also identify any additional safeguards needed to strengthen anti-corruption and anti-fraud measures.	USD 10,000 per year
Project Closure Quality Assurance	The quality of the closure process of the project will be assessed against UNDP's quality standards to identify strengths and weaknesses and to inform management decision making to improve the process.	At least 3 months prior to the Closure of the Project	Areas of strength and weakness will be reviewed by project management and used to inform decisions needed to ensure a responsible and efficient closure process.	

Evaluation Plan

The Project will be specifically evaluated at the mid-term of its implementation, and at the end of the Project. Should UNDP Iraq undertake Outcome evaluations at the level of the Country Programme, the contributions of this Project will also be considered under Outcome 2 of the 2020-2024 CPD. Furthermore prior to the formulation of the next Country Programme for the period starting 2025, UNDP Iraq will be evaluated by the UNDP Independent Evaluation Office (IEO) for the Independent Country Programme Evaluation (ICPE), according to a timeline determined by IEO. This Project's contribution to the CPD will accordingly be considered in the ICPE process as well.

Evaluation Title	Partners (if joint)	Related SP Output	Project (BMZ funding) / UNDAF/CPD Outcome	Planned Completion Date	Key Evaluation Stakeholders	Cost and Source of Funding
Mid- Term Evaluation	Not Applicable	SP 2018-2021: **Outcome 1:** Advance poverty eradication in all its forms and dimensions	CPD 2020-2024 Outcome 2: Improved people-centred economic policies and legislation contribute to inclusive, gender sensitive and diversified economic growth, with focus on increasing income security and decent work for women, youth, and vulnerable populations.	June 2022 (together with BREP-I)	Ministry of Labour and Social Affairs, target Governorates, Private Sector and Civil Society Organizations, KfW/Government of Germany	USD 50,000 Project Funds
Final Evaluation	Not Applicable	SP 2018-2021: **Outcome 1:** Advance poverty eradication in all its forms and dimensions	CPD 2020-2024 Outcome 2: Improved people-centred economic policies and legislation contribute to inclusive, gender sensitive and diversified economic growth, with focus on increasing income security and decent work for women, youth, and vulnerable populations.	June 2024 (together with BREP-I)	Ministry of Labour and Social Affairs, target Governorates, Private Sector and Civil Society Organizations, KfW/Government of Germany	USD 50,000 Project Funds

VII. GOVERNANCE AND MANAGEMENT ARRANGEMENTS

UNDP has supported a broader range of interventions in Iraq since 1976, including in crisis response and recovery, stabilization, social cohesion, environment, and governance. Since 2014, UNDP Iraq has been at the forefront of designing and implementing projects that focus on increasing people's access to basic services through infrastructure rehabilitation, and access to sustainable income generating/livelihood opportunities in several parts of the country.

Five projects in particular have focused on these areas of support, and these include: (i) ICRRP[40], (ii) FFS[41], (iii) Local Area Development Programme (LADP III), (iv) Strengthening the Long-Term Resilience of Sub-national Authorities in countries affected by the Syrian and Iraqi Crises (HEADWAY)[42] and (v) BREP Phase-I.

The BREP Phase-II proposes to continue the governance and management arrangements which are adopted for Phase-I.

Roles and implementation responsibility by entities of the organization	
Entities	**Role and responsibility for implementing Project**
Country Office Senior Management (Baghdad)	• Provide overall strategic direction and guidance on the alignment of the Project with UNDP Iraq's Country Programme, including internal coordination between relevant Projects. • Maintain strategic level engagement with the GoI, the UNCT, development partners and civil society. • Ensure overall UNDP Iraq's accountability to deliver on its obligations to GOI and the donors.
Programme Management Support Unit (Baghdad)	• Manage the Project for compliance with UNDP's Project Management policies and procedures. • Ensure project evaluations and audits are conducted as per action plan and audits are managed independently. • Ensure quality reports are submitted in line with the reporting requirements in the grant agreement.
Country Office Programme Pillars	• Ensure Project's results are linked to Results Resources Framework for Iraq Country Programme document for Iraq 2020-2024. • Provide programme management advisory support and quality assurance.
Country Office Security (Baghdad & Erbil)	• Will ensure the Project's compliance with UNAMI and UNDSS Security Protocols.
Country Office Service Centre (Erbil)	• Provide Operations Support Services including human resources, procurement, finance, administration, IT, and transport which are directly required by the Project for project implementation.

[40] Operational since late 2014,providing support to IDPs, Syrian Refugees and host communities, both in the Kurdistan Region of Iraq and in the governorates formerly under the control of ISIL. ICRRP is also currently implementinginfrastructure rehabilitation and livelihood support activities in the south of Iraq, with a focus on the governorate of Basra.

[41] Operational since 2015, providing support to facilitate the return of internally displaced persons to 31 locations in the five governorates of Anbar,Diyala, Salah-Al-Din, Kirkuk and Ninewa, formerly under the control of ISIL.

[42] Operational since 2019/2020 and focused on supporting targeted livelihood opportunities in the KRI and inthe south of Iraq, in Missan, Thi-qar and Basra.

Roles and implementation responsibility by entities of the organization	
Entities	**Role and responsibility for implementing Project**
Project Offices (Baghdad & Erbil)	• Responsible for the overall management of the Project, including the design, implementation, monitoring, and closure/handover of activities in compliance with UNDP's POPP. • Responsible for technical quality assurance of results (i.e., livelihood results and infrastructure units). • Provides timely progress reports.

Project Board

The Project will be governed by a Project Board, which is the highest-level project management and oversight body. The Board will comprise of the UNDP Resident Representative as the Chair of the Board, MoLSA representing the interests of the people of Iraq as the Senior Beneficiary and UNDP's Deputy Resident Representative (Programme) and Head of Stabilization, together with the contributing donors and development partners including the Government of Germany/KfW, as the Senior Supplier.

It will provide strategic and policy guidance, review progress against target results, support the identification of solutions to challenges faced by the project, and review risks and lessons learned. The Board will also provide guidance needed to strengthen coordination and collaboration among other relevant projects, and with other national initiatives and development projects. The Project Board will meet annually and, should the need arise the Board will also meet on an ad-hoc basis, in the event for example there is a significant change in context. The Board will receive a consolidated quarterly, annual, and final reports from the Project.

The main responsibilities of the Project Board will be to:

- Ensure that the results and associated actions in the annual work plans comply with the strategies and principles outlined in the project document.
- Review and endorse annual work plans (including budgets) provided by the project.
- Review reports which indicate progress against target results and provide strategic guidance and policy direction.
- Provide oversight, and assess the quality of project implementation, including through review of the quality assessment by UNDP's Programme Assurance function.
- Review assessments, evaluations, and recommendations in respect of the project and provide strategic guidance, as required.
- Assess and decide on substantive changes (such as project strategy, principles, outputs, and activity results).
- Recommend new or revised policy directions in the planning and implementation of the project considering new national planning strategies/documents.
- Establish levels of tolerance (on time and budget) for the Project and provide guidance when tolerance levels have been exceeded.
- Ensure that the resources made available are committed and expended in a timely manner.

To ensure UNDP's ultimate accountability, the Project Board's decisions will be made in accordance with standards[43] that shall ensure best value for money, fairness, integrity, transparency, and effective international/national competition. In case a consensus cannot be reached within the Project Board, a final decision shall rest with the UNDP Resident Representative as the Executive of the Board.

Role of the members of the Project Board

The **Chair of the Board** will have ultimate responsibility for the project. As part of the responsibilities of the Board, the Chair will ensure that the project delivers the agreed results towards its outcome contributing to the objective. Additional responsibilities include providing strategic direction; ensuring that risks are being tracked and mitigated as effectively as possible; and chairing and ensuring that the Project Board meets in a timely manner, as stipulated in the project document. The Chair will be responsible for approving the multi-year and/or annual work plans.

The **Senior Beneficiary** will be represented by a Senior Official from MoLSA representing the interests of the people of Iraq who will ultimately benefit from the project. The primary function of the Senior Beneficiary within the Project Board is to ensure the realization of project results from the perspective of project beneficiaries. Additionally, MoLSA may invite other Government entities to engage with the Project Board as Observers, as a means of facilitating coordination and information sharing relating to initiatives that promote employment creation/livelihood development and the geographical locations liberated from ISIL. With the endorsement of the Project Board additional Institutions/Organizations may be invited to engage as Observers in the Project Board, including civil society organizations.

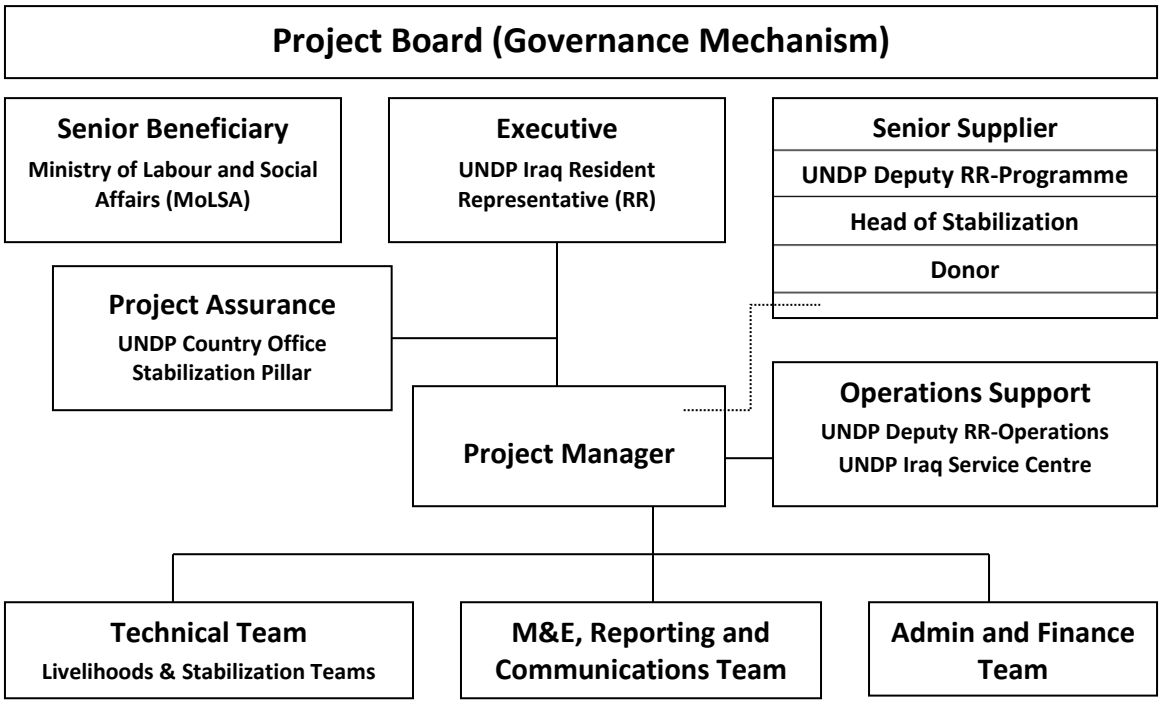
The **Senior Supplier** will represent the interests of those parties concerned with providing funding and/or technical expertise to the project. In this Project the Senior Suppliers will be represented by UNDP's Deputy Resident Representative (Programme) and the Head of Stabilization, and development partners including the Government of Germany/KfW. The primary function and responsibility of the Senior Supplier is to provide guidance regarding the technical feasibility of the project. As part of the responsibilities of the Project Board, the Senior Supplier will advise on the identification of strategies, design, and methods to carry out Project actions. Within the context of the Project Board, the Senior Supplier is also responsible for ensuring that progress towards outputs remains consistent; contributing the supplier's perspective and opinions on implementing any proposed changes; and arbitrating on and ensuring resolution of input/resource related priorities or conflicts.

The **Project Assurance** role will be delegated by the Project Board to the Stabilization Pillar to work internally in coordination with the Economic Diversification Pillar in the UNDP Iraq Country Office. Project Assurance must be independent of the Project Manager. The Project Assurance role supports the Project Board by carrying out objective and independent project oversight and monitoring functions. This role ensures appropriate project management milestones are managed and completed. The Project Assurance role needs to be engaged throughout the project to ensure project objectives remain relevant, follows the approved plans, and continues to meet the planned targets with quality. Project Assurance is required to ensure beneficiary needs and expectations are being met or managed; risks are being controlled; adherence to the project justification (business case); the right people are being involved; an acceptable solution is being developed; the project remains viable; applicable UNDP rules and regulations are being observed; adherence to monitoring and reporting requirements and standards of the donor; quality management procedures are properly

[43] UNDP Financial Rules and Regulations: Chapter E, Regulation 16.05: a) The administration by executing entities or, under the harmonized operational modalities, implementing partners, of resources obtained from or through UNDP shall be carried out under theirrespective financial regulations, rules, practices and procedures only to the extent that they do not contravene the principles of the Financial Regulations and Rules of UNDP. b) Where the financial governance of an executing entity or, under the harmonized operational modalities, implementing partner, does not provide the required guidance to ensure best value for money, fairness, integrity, transparency, and effective international competition, which of UNDP shall apply.

followed; and the Project Board's decisions are followed and revisions are managed in line with the required procedures. Overall guidance on Project Assurance will be provided to the Pillar from the Programme Management Support Unit (PMSU).

The **Project Manager (PM)** is responsible for the successful management of project outputs and contribution to the achievement of project outcomes. The PM will have the responsibility to run the project on a day-to-day basis on behalf of and within the framework outlined by the Project Board. The PM is responsible for working in coordination with the respective Senior Beneficiary, Service Providers and Responsible Parties of the project to ensure project implementation, financial management, administration, monitoring, and reporting takes place in a timely manner. Under the guidance of the Chair of the Board, the PM shall ensure efficient coordination efforts between the stakeholders of the Project. The PM will be responsible for managing the realization of outputs and targets through actions as specified in the multi-year and annual work plan. This includes: planning activities/actions; preparing annual work plans; overseeing the implementation of activities/actions (including liaising with service providers to mobilize goods and services); managing financial resources and accounting to ensure accuracy and reliability of financial reports; updating the monitoring plan; managing, monitoring project risks including identifying new risks and alerting the Project Board to consider and decide on possible actions; managing issues and requests for change; and preparing the project quarterly progress update, annual report and final report for submission to the Project Board. The PM will be supported by a project team that comprises of technical experts (livelihoods and infrastructure rehabilitation), M&E, reporting and communications, and administration and finance.



VIII. ANNEXES

I.	Results Matrix
II.	Budget
III.	Time Schedule
IV.	Fragility, Conflict & Violence (FCV) Matrix
V.	UNDP Social and Environmental Screening (SES) report
VI.	Reporting requirements
VII.	List of Triggers requiring prior consultation and agreement between KfW and UNDP

ANNEX-I RESULTS MATRIX

Intended Outcome as stated in the UNSDCF/UNDP Country Programme (2020-2024)[44]: Improved people-centred economic policies and legislation contribute to inclusive, gender sensitive and diversified economic growth, with focus on increasing income security and decent work for women, youth, and vulnerable populations.
Outcome indicators as stated in the UNDP Country Programme (2020-2024)[45]: Outcome indicator 2.1. Number of jobs created in productive non-oil sectors out of total jobs by sex and age and persons with disabilities.
Applicable Output(s) from the UNDP Strategic Plan: Output indicator 1.1.2. Marginalized groups, particularly the poor, women, and people with disabilities and displaced are empowered to gain universal access to basic services and financial and non-financial assets to build productive capacities and benefit from sustainable livelihoods and jobs.
Project title: **Building Resilience through Employment Promotion – II (BREP-II)** **Atlas Project Number:** **BMZ Number:** **2021 40 457**

EXPECTED OUTCOMES & OUTPUTS	OUTCOMES & OUTPUT INDICATORS	DATA SOURCE	BASELINE	TARGETS					DATA COLLECTION METHODS & RISKS
			Year 0 2020	Year_1 2021	Year_2 2022	Year_3 2023	Year_4 2024	Final	
Outcome *Income security and socio-economic inclusion improved, through support to create more diversified livelihood opportunities for the vulnerable in target areas.*	- % increase in beneficiaries' household income - % of beneficiary women reporting positive change in their role within household/community - % of beneficiary youth reporting positive change in their role within household/community	*- Project reports* *- Project evaluation (field study)* *- Impact assessment*							***Data collection:*** *-Field monitoring visits by Field Monitors* *-Monitoring visits by M&E and Technical teams* *-Internal evaluative exercises* ***Risks:*** *-Inability to access the locations of implementation for field monitoring due to the security situation, or other operational*

[44] United Nations Sustainable Development Cooperation Framework (2020-2024) for Iraq is to be finalized. This is as per the latest draft that was referred to, for the finalization of UNDP Iraq Country Programme Document (2020-2024) that was approved at Executive Board in February 2020.

[45] The Outcome Indicator is from the draft UNSDCF. As of July 2020, the baselines and targets have not been set for this indicator. This Project will focus on reporting on the Project level Outcome indicators.

EXPECTED OUTCOMES & OUTPUTS	OUTCOMES & OUTPUT INDICATORS	DATA SOURCE	BASELINE	TARGETS					DATA COLLECTION METHODS & RISKS
			Year 0 2020	Year_1 2021	Year_2 2022	Year_3 2023	Year_4 2024	Final	
									challenges (e.g., movement restrictions due to health crisis)
Output 1 ***Employment opportunities are created in the housing sector through support to individuals and priority rehabilitation.*** Activity 1.1: Conduct relevant needs assessments, analyses with community participation in collaboration with local authorities and in coordination with other agencies. Activity 1.2: Provide skills development opportunities in construction for the youth interested in this field. Activity 1.3: Rehabilitate or rebuild priority housing through an intensive labour approach to maximise the short-	# of assessments and analyses conducted in target area	*- Field monitoring reports - Internal project tracker*	-	*2*	*2*			*4*	*Data collection: -Field monitoring visits by Field Monitors -Monitoring visits by M&E and Technical teams -Internal evaluative exercises* *Risks: -Inability to access the locations of implementation for field monitoring due to the security situation, or other operational challenges (e.g., movement restrictions due to health crisis)*
	# of houses rehabilitated		-		*650 (195W)*	*250 (75W)*		*900 (270W)*	
	# of people benefitted from housing rehabilitation		-		*3,900*	*1,500*		*5,400*	
	# of beneficiaries (youth) supported by short-term labour opportunities, in housing sector		-		*520 (208y)*	*240 (96y)*		*760 (304y)*	
	# of people (women, youth) benefitted from skills training for housing / construction sector		-		*425 (75W,170y)*	*425 (75W,170y)*		*850 (150W,340y)*	

EXPECTED OUTCOMES & OUTPUTS	OUTCOMES & OUTPUT INDICATORS	DATA SOURCE	BASELINE	TARGETS					DATA COLLECTION METHODS & RISKS
			Year 0 2020	Year_1 2021	Year_2 2022	Year_3 2023	Year_4 2024	Final	
term employment in the targeted area.									
Output 2 ***Employment opportunities are created in agricultural sector through support to individuals and rehabilitation of priority infrastructure.*** Activity 2.1: Conduct relevant needs assessments, analyses with community participation in collaboration with local authorities and ministry of agriculture. Activity 2.2: Rehabilitate critical agricultural infrastructure for increased productivity through an intensive labour approach to maximise the short-term employment in the targeted area. Activity 2.3: Provide skills development in agriculture for the	# of assessments and analyses conducted in target area		-	*2*	*2*	*1*		*5*	
	# of key agricultural infrastructure rehabilitated		-		*6*	*4*	*2*	*12*	
	# of people (farmers including women and youth) benefitted from infrastructure rehabilitation		-		*900 (270W,180Y)*	*880 (264W,176Y)*	*220 (66W,44Y)*	*2,000 (600W,400Y)*	
	# of beneficiaries (including women and youth) supported by short-term labour opportunities, in agricultural sector		-		*850 (320W,340Y)*	*740 (296W,296Y)*	*210 (84W,84Y)*	*1,800 (700W,720Y)*	
	# of people (including women and youth) benefitted from skills training for agricultural sector		-		*400 (175W,160Y)*	*400 (175W,160Y)*		*800 (350W,320Y)*	
	# of farmers (youth) in agricultural sector provided with in-kind /grant support		-		*110 (20W,44Y)*	*110 (20W,44Y)*		*220 (40W,88Y)*	

EXPECTED OUTCOMES & OUTPUTS	OUTCOMES & OUTPUT INDICATORS	DATA SOURCE	BASELINE	TARGETS					DATA COLLECTION METHODS & RISKS
			Year 0 2020	Year_1 2021	Year_2 2022	Year_3 2023	Year_4 2024	Final	
youth and women interested and already benefiting from rehabilitated agricultural infrastructure in the targeted area. Activity 2.4: Support farmers/MSMEs/local department of ministry of with in-kind support and/or grants.									
Output 3 ***Employment and business opportunities are created in private sector through support to individuals, MSMEs and priority rehabilitation.*** Activity 3.1: Conduct relevant needs assessments, analyses with community participation, in collaboration with local authorities and chambers of commerce and others.	# of assessments and analyses conducted in target area		-		*3*	*1*		*4*	
	# of key community infrastructure rehabilitated for SMEs growth		-		*2*	*2*		*4*	
	# of people (women, youth) benefitted from infrastructure rehabilitation		-		*300 (25W,120Y)*	*300 (25W,120Y)*		*600 (50W,240Y)*	
	# of short-term labour opportunities created for individuals, including women and youth, in SMEs		-		*230 (26W,92Y)*	*210 (24W,84Y)*		*440 (50W,176Y)*	
	# of people (including women and youth) benefitted from business skills training		-		*125 (50W,50Y)*	*125 (50W,50Y)*	*250 (100W,100Y)*	*500 (200W,200Y)*	

EXPECTED OUTCOMES & OUTPUTS	OUTCOMES & OUTPUT INDICATORS	DATA SOURCE	BASELINE	TARGETS					DATA COLLECTION METHODS & RISKS
			Year 0 2020	Year_1 2021	Year_2 2022	Year_3 2023	Year_4 2024	Final	
Activity 3.2: Rehabilitate critical infrastructure for MSMEs to increase productivity through an intensive labour approach to maximise the short-term employment in the targeted area. Activity 3.3: Provide business skills in the targeted area for interested business owners. Activity 3.4: Support MSMEs with in-kind support and/or grants.	# SMEs (women, youth) provided with training, coaching, in-kind support and/or grant		-		*60 (6W,24Y)*	*60 (6W,24Y)*	*100 (8W,40Y)*	*220 (30W,88Y)*	

ANNEX-II BUDGET

Last update:		**Organisation: UNDP**
Summary of changes:		**Project title: Building Resilience through Employment Promotion (BREP) Phase-II**
		Atlas Number: To be confirmed.
		BMZ Number: 2021 40 457
		Planning period: 01 Dec 2021 – 31 Dec 2024

	#	Description	Total Budget (EUR)									1.2
			Explanation	Unit rate/ range	Unit	# Units	Amount Y1-2021	Amount Y2-2022	Amount Y3-2023	Amount Y4-2024	Total Amount	Total Budget (USD)*
A=B+C+D	**Total project input cost**						**3,405,057**	**7,082,734**	**3,919,737**	**1,895,856**	**16,303,384**	**19,408,790**
B	**Outcome**	**Income security and socio-economic inclusion improved through support to diversified livelihood opportunities**					**3,293,092**	**6,849,839**	**3,790,847**	**1,833,517**	**15,767,295**	**18,770,589**
	Output 1	**Employment through Housing rehabilitation**					**2,535,284**	**2,265,342**	**1,348,162**	**158,130**	**6,306,918**	**7,508,236**
	Activity 1.1	Needs Assessment	for housing rehabilitation in select locations	12,000	assessments	4	24,000	24,000			48,000	57,143
	Activity 1.2	Skill Development trainings in construction	850 beneficiaries trained in construction work	1,600-2,000	beneficiaries	850		765,000	765,000		1,530,000	1,821,429
	Activity 1.3	Labour intensive Housing rehabilitation	740 houses rehabilitated in select locations	5,000-5,400	houses	900	2,498,173	1,431,761	559,721	140,970	4,630,625	5,512,649
		Communication and Visibility	visibility products for housing rehabilitation		lumpsum			3,000	3,000	7,272	13,272	15,800
		Monitoring	field verification and monitoring		lumpsum		13,111	41,581	20,441	9,888	85,021	101,215
	Output 2	**Employment through Agriculture infrastructure rehabilitation**					**751,253**	**3,113,314**	**1,705,192**	**737,159**	**6,306,918**	**7,508,236**
	Activity 2.1	Needs Assessment	for agriculture sector in select locations	15,000	assessments	5	30,000	30,000	15,000		75,000	89,286
	Activity 2.2	Labour intensive Agriculture infrastructure rehabilitation	12 agri-infrastructure rehabilitated	300,000-340,000	infrastructure	12	708,142	1,888,733	516,751	720,001	3,833,627	4,563,842
	Activity 2.3	Skill Development trainings for agriculture sector	800 beneficiaries trained in agriculture sector	1,400-1,600	beneficiaries	800		600,000	600,000		1,200,000	1,428,571
	Activity 2.4	Grants and/or in-kind support	220 beneficiaries provided grant / in-kind support	4,800-5,200	beneficiaries	220		550,000	550,000		1,100,000	1,309,524
		Communication and Visibility	visibility products for agri-infra rehabilitation		lumpsum			3,000	3,000	7,272	13,272	15,800
		Monitoring	field verification and monitoring		lumpsum		13,111	41,581	20,441	9,886	85,019	101,213
	Output 3	**Employment through support to MSMEs**					**6,555**	**1,471,183**	**737,493**	**938,228**	**3,153,459**	**3,754,118**
	Activity 3.1	Needs Assessment	for MSME sector in select locations	22,000	assessments	4		44,000	44,000		88,000	104,762
	Activity 3.2	Labour intensive MSME infrastructure rehabilitation	4 MSME public infrastructure rehabilitated	410,000-430000	infrastructure	4		1,055,391	332,273	296,013	1,683,677	2,004,377
	Activity 3.3	Skill Development trainings for business sector	500 beneficiaries trained in MSME sector	1,100-1,300	beneficiaries	500		150,000	150,000	300,000	600,000	714,286
	Activity 3.4	Grants and/or in-kind support for MSMEs	220 beneficiaries provided grant / in-kind support	3,200-3,400	beneficiaries	220		198,000	198,000	330,000	726,000	864,286
		Communication and Visibility	visibility products for MSME sector interventions		lumpsum			3,000	3,000	7,272	13,272	15,800

	#	Description	Total Budget (EUR)									1.2
			Explanation	Unit rate/ range	Unit	# Units	Amount Y1-2021	Amount Y2-2022	Amount Y3-2023	Amount Y4-2024	Total Amount	Total Budget (USD)*
		Monitoring	field verification and monitoring		lumpsum		6,555	20,792	10,220	4,943	42,510	50,607
C	**Project Management Cost - PMC (3% of Activity Cost "B")**						**98,793**	**205,495**	**113,725**	**55,006**	**473,019**	**563,118**
		Senior Programme Manager	10 % of total PMC cost charged to Project				9,879	20,550	11,373	5,501	47,302	56,312
		Project Manager	10 % of total PMC cost charged to Project				9,879	20,550	11,373	5,501	47,302	56,312
		Planning, Monitoring & Reporting	8 % of total PMC cost charged to Project				7,903	16,440	9,098	4,400	37,842	45,049
		Gender Specialist	5 % of total PMC cost charged to Project				4,940	10,275	5,686	2,750	23,651	28,156
		Programme Support Officer	3 % of total PMC cost charged to Project				2,964	6,165	3,412	1,650	14,191	16,894
		Health & Safety Officer	5 % of total PMC cost charged to Project				4,940	10,275	5,686	2,750	23,651	28,156
		Field Monitoring Specialists	13 % of total PMC cost charged to Project				12,843	26,714	14,784	7,151	61,492	73,205
		Communications	4 % of total PMC cost charged to Project				3,952	8,220	4,549	2,200	18,921	22,525
		Livelihood Team	10 % of total PMC cost charged to Project				9,879	20,550	11,373	5,501	47,302	56,312
		Audit and Evaluation	17 % of total PMC cost charged to Project				16,795	34,934	19,333	9,351	80,413	95,730
		Security and Travel	10 % of total PMC cost charged to Project				9,879	20,550	11,373	5,501	47,302	56,312
		Miscellaneous Office Expenses	5 % of total PMC cost charged to Project				4,940	10,275	5,686	2,750	23,651	28,156
D	**Contingency**						**13,172**	**27,400**	**15,165**	**7,333**	**63,070**	**75,083**
							13,172	27,400	15,165	7,333	63,070	75,083
E	**Direct Project Costs (3% of Activity Cost "B")**						**98,793**	**205,495**	**113,725**	**55,006**	**473,019**	**563,118**
	PMSU	Programme Management Support Unit (PMSU)	10 % of total DPC cost				9,879	20,550	11,373	5,501	47,302	56,312
	Procurement	Service Centre Procurement Staff cost	40 % of total DPC cost				39,517	82,198	45,490	22,002	189,208	225,247
	Finance	Finance Staff cost	30 % of total DPC cost				29,638	61,649	34,118	16,502	141,906	168,935
	HR	HR Staff support cost	5 % of total DPC cost				4,940	10,275	5,686	2,750	23,651	28,156
	Security	Security Staff support cost	15 % of total DPC cost				14,819	30,824	17,059	8,251	70,953	84,468
F=(A+E)*8%	**UNDP Facilities and Management Fees (8%)**						**280,308**	**583,058**	**322,677**	**156,069**	**1,342,112**	**1,597,753**
G=A+E+F	**Total Budget without levy**						**3,784,158**	**7,871,287**	**4,356,139**	**2,106,931**	**18,118,515**	**21,569,661**
H=G*1%	**1% coordination levy to finance the United Nations Resident Coordinator System**						**37,842**	**78,713**	**43,561**	**21,069**	**181,185**	**215,697**
I=G+H	**Total Budget including levy**						**3,822,000**	**7,950,000**	**4,399,700**	**2,128,000**	**18,299,700**	**21,785,358**

USD Total amount is calculated based on the following USD/EUR UN Operational rate of exchange effective on 01/SEP/2021 ***0.84***

ANNEX-III TIME SCHEDULE

Time Schedule Last updated:

Organisation: UNDP
Project title: Building Resilience through Employment Promotion (BREP) II
ATLAS number:
BMZ number: 2021 40 457
Planning period: Dec 2021 - Dec 2024

Year					Y1	Year 2 - 2022				Year 3 - 2023				Year 4 - 2024				
Quarter					Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
		Description of	Phase	Responsible Party		Implementation				Implementation				Implementation				Remarks
WBS No.		Outcome:	Income security and socio-economic inclusion improved through support to diversified livelihood opportunities															
1		Output 1																
1.1		Activity 1.1	II	FFS	1	1	1											Needs Assessment
1.2		Activity 1.2	II	FFS			1	1			1	1						Skill Development trainings in construction
1.3		Activity 1.3	II	FFS			1	1	1	1	1	1	1	1				Labour intensive Housing rehabilitation
2		Output 2																
2.1		Activity 2.1	II	FFS+ICRRP	1	1	1			1	1							Needs Assessment
2.2		Activity 2.2	II	FFS			1	1	1	1	1	1	1	1	1			Labour intensive Agri-infrastructure rehabilitation
2.3		Activity 2.3	II	FFS+ICRRP				1	1			1	1					Skill Development trainings for agriculture sector
2.4		Activity 2.4	II	FFS+ICRRP				1	1			1	1					Grants and/or in-kind support
3		Output 3																
3.1		Activity 3.1	II	FFS+ICRRP		1	1											Needs Assessment
3.2		Activity 3.2	II	FFS				1	1	1	1	1	1	1	1			Labour intensive MSME infrastructure rehabilitation
3.3		Activity 3.3	II	FFS+ICRRP				1	1			1	1			1	1	Skill Development trainings for business sector
3.4		Activity 3.4	II	FFS+ICRRP				1	1			1	1			1	1	Grants and/or in-kind support for MSMEs

ANNEX-IV FRAGILITY CONFLICT AND VIOLENCE (FCV) MATRIX

Central aspects of FCV context	Project context	Intended positive impacts	Unintended negative impacts and risks	Measures to deal with potential negative impacts and risks
Key conflict issues, forms of violence, dimensions of state fragility relevant to the programme	*Key elements of project design, e.g., goals and objectives, beneficiaries, partner organizations, activities, implementation, geographical region, staffing (corresponds to project proposal)*	*Intended positive impact on beneficiaries and other groups for peacebuilding*	*Possible unintended negative impact on beneficiaries and other groups, project risks related to the context of conflict, fragility, and violence*	*Planned activities to avoid, monitor and/or mitigate negative impact and deal with risks*
Conflict Line: Tensions between different groups/communities over access to services and limited resources -including financial and natural resources, and the potential for increase in existing tensions between people that will directly receive support from the Project, and those who will not				
Tensions among different groups/communities (including returnees) over access to limited basic services and resources, and/or receiving support from the Project	Create short-term employment opportunities. Provide skills development support. Support SMEs with training,coaching, in-kind support and/or grants. Community infrastructure rehabilitated for SME growth andinfrastructure rehabilitated for agriculture development.	Increased access to income generating opportunities, enables boosting economic activity in the target communities and can have wider com- munity benefits. Improved infrastructure can also benefit wider communityand contribute to boost eco- nomic activity.	Support may benefit some groups or communities over others.	Effective communication will be adopted to communicate the objectives of the project, and thereby contain community expectations. Clearly communicate the eligibility criteria for beneficiary selection. The project will mainstream inclusive and participatory approach throughout the design and implementation stages. It will also apply transparent and accountable procedures, including in the process of selecting the beneficiaries through pre-identified vulnerability criteria. The project also aims to ensureto

Central aspects of FCV context	Project context	Intended positive impacts	Unintended negative impacts and risks	Measures to deal with potential negative impacts and risks
				extent possible the project support is provided in support the different ethnic, religious, and tribal communities, and aiming to reach returnees, dis-placed and non-displaced populations/host communities as relevant, in keeping with theprinciple of do no harm. The project will aim to ensure that programming is under- taken in consultation with relevant stakeholders, including Government and communities and informing prioritization, based on the findings of markets and needs assessments. Mechanisms will also be in place to obtain complaints with regards to targeting and beneficiary selection. An updated conflict analysis will also be used when planning the design, implementation, and monitoring in order to be able to identify specific strategies that need to be adopted to mitigate the creation/exacerbation of tensions.
Conflict Line: An increasing trend in SGBV/GBV in the target locations				
Women and girls face increased risks of violence, particularly due to and during the COVID-19 pandemic.	Create short-term employment opportunities, provide skills development support, and support	Increased economic empowerment of women. Increased employability/in-creased skills/capacities of	Negative perceptions of womenwithin their community forhaving an improved skills and increased	Conduct specialized awareness sessions to address family and gender-based violence, targeting not only the women, but also men including community leaders.

Central aspects of FCV context	Project context	Intended positive impacts	Unintended negative impacts and risks	Measures to deal with potential negative impacts and risks
	SMEs with training, coaching, in- kind support, etc., with a focus on supporting women.	women.	opportunities for engagement in economic activity. Women may be reluctant to engage with the project activities.	Gender awareness will be included as a topic in all trainings. Ensure assessments and community engagement exercises are designed with a view to encourage equal representation of women in all consultative processes and the perspectives of women are given equalweight in decision making. Where relevant community consultations will adopt specific measures to engage with women, including if required having separate consultations where they feel comfortable to express their views. The project aims to support men and women (including youth).The project will mainstreaminclusive and participatory approach throughout the designand implementation stages. Itwill also apply transparent and accountable procedures, including in the process ofselecting the beneficiaries. Consideration of timing and location of activities to encourage women to participate.
Conflict Line: Increased vulnerability of at-risk- youth to violent extremism				
High levels of unemployment among youth which already existed in Iraq is heightened	Create short-term employment opportunities, provide	Reduce the risk of vulnerability for youth in the target locations.	Increased frustrations among youth that do not have an	Effective communication will be adopted to communicate to raise awareness about the challenges

Central aspects of FCV context	Project context	Intended positive impacts	Unintended negative impacts and risks	Measures to deal with potential negative impacts and risks
also as an impact of COVID-19, and limited access to opportunities for skills development.	skills development support, and support SMEs with training, coaching, in- kind support and/or grants.		opportunity to engage in projectactivities/ receive support.	and magnitude of youth unemployment and how the project will contribute to increased employment and improved economic status for target communities. The project will mainstream inclusive and participatory approach engaging youth throughout the designand implementation stages. Itwill also apply transparent and accountable procedures, including in the process ofselecting the beneficiaries. An updated conflict analysis with a focus on youth dynamics willalso be used when planning thedesign, implementation, and monitoring in order to be able toidentify specific strategies that need to be adopted to mitigate the creation / exacerbation of tensions.
Conflict Line: The increased levels of economic vulnerability across all communities as a result of COVID-19, leading to an increase in social tensions.				
Economic vulnerability levels increased across all groups in society due to the COVID-19 pandemic. However, this has also resulted invulnerable and marginalized groups being even more vulnerable. Women's incomes and livelihoods are more affected	Create short-term employment opportunities, provide skills development support, and support MSMEs with training, coaching, in- kind support and/or grants, including with a focus on	Immediate cash injection, and Increased access to income generating opportunities, enables boosting economic activity in the target communities and can have wider community benefits.	Support may benefit some groups and communities over others.	Create awareness of the project among the communities in most vulnerable conditions so they are informed to apply for new opportunities. The selection criteria for project beneficiaries will be based on vulnerability level determined through a need's assessment.

Central aspects of FCV context	Project context	Intended positive impacts	Unintended negative impacts and risks	Measures to deal with potential negative impacts and risks
by coronavirus prevention measures than those of men.	supportingwomen. Community infrastructure rehabilitated for MSME growth and infrastructure rehabilitated for agriculture development.	Improved infrastructure can also benefit wider community and contribute to boost economic activity.		The project will aim to inform prioritization based on the a) findings of labor market analysis and b) specific opportunities that can be created for people in most vulnerable conditions. The Mechanisms will also be in place to obtain and address complaints with regards to targeting and beneficiary selection.

Sources:

1) Iraq Political Economy Analysis - Promoting Social Cohesion, Peaceful Coexistence and Community Reconciliation at central level in Iraq. December 2019 / and updated on June 2020 Done First call partners upon request of the Danish Government and with support from UNDP
2) Three conflict briefing notes done by UNAMI on Kirkuk
3) Impact of COVID 19 on food security in Iraq done by WB-FOA-WFP June 2020
4) Conflict Analysis / Sinjar and Hawija at Ninewa governorate / done by Save the Children 2019
5) Gender analysis of the covid-19 pandemic in Iraq Conducted by OXFAM in Kirkuk, Diyala and Sulaimaniyah governorates – June 2020
6) Improved Social Cohesion, but Iraqis Remain Dissatisfied with Government – National Survey-done by NDI – July 2019
7) The Forgotten Iraq/ Policy Paper / Middle East Institute /March 2020
8) Shirqat District, Salah Al Din Governorate Preliminary Assessment of Community and Conflict Dynamics, IOM-March 2020
9) Tension Mapping Tool report / Peace and Conflict Monitoring Pilot Study in Iraq (finalized in May 2020) and it covers Baghdad, Mosul, Anbar, and Tikrit.
10) Iraq Stabilization Forecast / IOM-UNDP-UN-Habitat/ May 2020
11) Conflict assessment on local policing in Iraq, which focused on Anbar and Ninewa-June 2020

ANNEX-V UNDP SOCIAL AND ENVIRONMENTAL SCREENING (SES) REPORT

Social and Environmental Screening

Project Information

Project Information	
1. Project Title	Building Resilience through Employment Promotion (BREP) Phase-II
2. Project Number	
3. Location (Global/Region/Country)	Iraq
4. Project stage (Design or Implementation)	Design
5. Date	September 2021

Part A. Integrating Programming Principles to Strengthen Social and Environmental Sustainability

QUESTION 1: How Does the Project Integrate the Programming Principles in Order to Strengthen Social and Environmental Sustainability?
Briefly describe in the space below how the project mainstreams the human rights-based approach
Overall, this project aims at strengthening economic resilience and decreasing vulnerabilities through supporting sustainable livelihood creation for the most vulnerable groups in the governorates of Anbar, Diyala, Kirkuk, Ninewa and Salah Al-Din. The project directly addresses the realization of Article 6 and Article 7 of the International Covenant on Economic, Social and Cultural rights which outline the right to work and the enjoyment of just and favourable working conditions. Additionally, the project supports the right to adequate housing, as a component of an adequate standard of living and indirectly supports the improvement of aspects of environment and industrial hygiene through productive infrastructure rehabilitation.

Furthermore, the project will mainstream the human rights-based approach to programming in the following ways:

- Strict adherence to do-no-harm principles in assessing needs, designing solutions, implementing, and monitoring activities.
- Adopting a transparent and participatory approach to community consultation and implementation inclusive of populations with heightened vulnerabilities such as disability.
- Contribution to durable physical capital (i.e., housing, productive infrastructure, agricultural/produce infrastructure) that supports rights holders to realize an adequate standard of living and improved opportunities for physical and mental well-being.
- Ensuring safeguards are in place to monitor compliance with international labour standards and national laws, to protect the right to work in just and favourable conditions and ensuring no child labour in the project implementation.
- Application of coordination, advocacy platforms and feedback mechanisms to raise concerns relating to any human rights violations that are identified through the projects' monitoring activities/brought to the project's attention through partners/beneficiaries.
- Put in place a complaint handling mechanism through which beneficiaries can share concerns/complaints- particularly for beneficiaries receiving livelihood support.

Briefly describe in the space below how the project is likely to improve gender equality and women's empowerment

UNDP is committed to the UN Resolution 1325, which recognizes the importance of empowering women to help achieve peace and security, through engagement in recovery and development processes. Iraq is a context, deemed conservative in many parts of the country, limiting the opportunities for women to engage in many socio-economic spaces. Therefore, in promoting gender equality and women's empowerment during a crisis situation and during a recovery process, a cautious and measured approach is required, to ensure the Project does no harm.

The Project will strive to improve gender equality and women's empowerment in the following ways:

- Undertaking a gender analysis to inform programming with specific gender dynamics in the project target areas/communities.
- Commitment to mainstreaming and promoting gender equality, and the empowerment of women and girls through the project design and implementation mechanisms.
- Upholding UNDP's zero-tolerance policy on sexual and gender-based violence, and abuse of authority.
- Placement of gender advisory support for the Project to mainstream gender in all stages of project implementation.
- Conducting sensitization sessions and trainings for the Project staff, including dedicated sessions for associated field and monitoring teams, for increased capacities in gender mainstreaming.
- Ensuring assessments and community engagement exercises are designed with a view to encourage equal representation of women in all consultative processes and the perspectives of women are given equal weight in decision making. Where relevant community

consultations will adopt specific measures to engage with women, including if required having separate consultations where they feel comfortable to express their views.

- Providing opportunities for qualified women to take more active role in the decision making, implementation (e.g., women engineers) and monitoring process of rehabilitation works while creating a safe working environment.
- Through gender sensitive assessment, actively identifying opportunities, and designing livelihood activities that will create a greater space for women's engagement.
- In implementing livelihood activities to promote engagement of women, taking into consideration the times and locations where activities are implemented with consideration of social and familial norms in Iraq (i.e., looking after their children, preparation of food etc.,) and cultural considerations (i.e., ability to travel long distances by themselves etc.).
- Identify women influencers and engage them in community mobilization as a way of increasing women participation in project interventions.
- Monitor progress using gender-disaggregated targets and data, to ensure evidence-based decision making and project management.
- Design communications products (i.e., case stories, videos, etc.) which highlight gender equality and women's empowerment needs, received project support and change.

Briefly describe in the space below how the project mainstreams sustainability and resilience

Resilience strengthening is at the core of UNDP Iraq's livelihood programming. BREP, as the project title suggests, will not only mainstream but build resilience through employment proportion. By enhancing the human, physical, financial, natural and social capital of vulnerable Iraqis, through coordinated diverse interventions, the project will improve beneficiary capacity to withstand the effects of economic downturn which can erode the opportunity for vulnerable Iraqi's to fully realize and enjoy their basic human rights. The project will build resilience of returnees and local community in target area through various activities in the following ways:

- Provision of short-term employment opportunities through labour intensive housing rehabilitation and agriculture and MSME sector public infrastructure rehabilitation.
- Adopting measures to avoid, minimize and mitigate occupational health and safety risks due to physical, chemical, biological and psychosocial hazards (including violence and harassment) throughout the project life cycle in short-term employment opportunities.
- Ensuring no economic displacement (e.g., loss of assets or access to resources or access restrictions) and forced evictions in works for labour intensive rehabilitation of public infrastructure.
- Provision of skill development opportunities in construction (priority housing rehabilitation), agriculture and MSME sector including trainings for business development.

- Provision of grants and/or in-kind support for agriculture and MSME sector beneficiaries.

The project recognizes that sustainability is an important consideration and will pursue the following:

- For the livelihood projects which involve working with waste materials, landscaping, or ecology (inclusive of agricultural), the project will adhere to the minimum standards of environmental safeguarding, be subjected to monitoring practices with a specific environmental focus.
- Infrastructure rehabilitation projects will adhere to international standards ensuring use of building materials, water and sewerage management, and the implementation of civil works shall be undertaken with respect to environmental protection and sustainability.
- Infrastructure rehabilitation projects will adhere to international standards on resource efficiency and pollution prevention, including environmental emissions and fuel/energy consumption from equipment and vehicles.
- Ensuring that there are no negative impacts on or changes to land tenure arrangements and/or community-based property rights/customary rights to land, territories and/or resources?
- Market assessments and community consultations will take into consideration relevant sustainability considerations.
- Promote livelihoods and SMEs that are environmentally and climate friendly.
- Exploring options where relevant, communications and visibility strategy/products which have minimal damage to the environment.
- Exploring options as part of its Project management process, to improve efficiency in the use of resources to minimize wastage.

Briefly describe in the space below how the project strengthens accountability to stakeholders

Key rationale of the project is that if people gain enhanced economic opportunities and constructive engagement in responding to the urgent needs and development of their local community which would gradually rebuild sustainable livelihood systems and implement strategies that are essential to generate income and support local economic recovery, while also encouraging the project beneficiaries to become agents of development and social cohesion, increased sense of belonging and inclusion, and gradually reducing the risk of turning to violent actions.

To this objective, the project will adopt several accountability mechanisms, some of which are listed below:

- Beneficiaries (including broader community of the targeted areas) would be consulted through assessments and engaged to identify priority needs and better inform project design, management, and implementation.
- The project will adopt an evidence and needs-based prioritization and decision-making process, which will include community and local authority consultations in order to strengthen local stakeholders' buy-in and legitimacy of decision-making processes. The assessments will ensure that there is no exclusion of any potentially affected stakeholders, in particular marginalized groups and excluded individuals

(including persons with disabilities), from fully participating in decisions that may affect them.

- The project will provide opportunities and space for women and youth engagement.
- The project will maintain effective levels of information sharing regarding the project objectives, goals, activities, and target groups, in order to ensure critical levels of transparency.
- The project will apply a do no harm approach to ensure that all communities/beneficiaries are treated fairly and will not (re)enforce or worsen social division.
- Mechanisms will be in place to obtain complaints with regards to targeting and beneficiary selection and to address grievances or objections from potentially affected stakeholders.
- Mitigation measures will be put in place for risks of retaliation or reprisals against stakeholders who express concerns or grievances, or who seek to participate in or to obtain information on the project.

Part B. Identifying and Managing Social and Environmental Risks

QUESTION 2: What are the Potential Social and Environmental Risks? *Note: Complete SESP Attachment 1 before responding to Question 2.*	**QUESTION 3: What is the level of significance of the potential social and environmental risks?** *Note: Respond to Questions 4 and 5below before proceeding to Question 5*			**QUESTION 6: Describe the assessment and management measures for each risk rated Moderate, Substantial or High**
Risk Description (broken down by event, cause, impact)	***Impact and Likelihood (1-5)***	***Significance (Low, Moderate Substantial, High)***	***Comments (optional)***	***Description of assessment and management measures for risks rated as Moderate, Substantial or High***
Risk 1: Risk of tensions being created/increased between communities in the target locations which will receive direct support through the Project and other communities that do not. (e.g., immediate surrounding communities.) Risk of project support not meeting the priority needs of the target communities	I = 3 L = 3	Moderate	Mechanisms will also be in place to obtain complaints with regards to targeting and beneficiary selection.	The project aims to ensure that programming is undertaken in consultation with relevant stakeholders, including Government and communities, and also informing prioritization based on the findings of markets and needs assessments, and value chain analysis. The project aims to support different ethnic, religious, and tribal communities, and to reach returnees, displaced and non-displaced populations/host communities as relevant, in keeping with the principle of do no harm. An updated conflict analysis will also be used when planning the design, implementation, and monitoring in order to be able to identify specific strategies that need to be adopted to mitigate the creation/exacerbation of tensions.
Risk 2: Risks of service providers / responsible parties not complying with UNDP standard, policy and related rules and regulations	I = 3 L = 2	Low	Clear targeted contract clauses to stipulate UNDP quality standards, rules, and regulations.	Application of multi-layered monitoring oversight on project partner adherence to specifications, quality of work and broader rules and regulations associated with UNDP implementation. Enforce strict procurement policies and procedures in cases of non-compliance with UNDP quality standards, rules, and regulations.

Risk 3: Risks of sexual and gender-based violence, or discrimination	I = 4 L = 4	Moderate	All UNDP staff are fully trained on the prevention of sexual harassment, exploitation, and assault through a suite of mandatory courses.	Dedicated gender unit staff and annual work plan specially designed for gender mainstreaming and protection will be strictly adhered. Conscientious design of programme and staffing, and gender-mainstreamed implementation and monitoring. Ensure wide communication relating to the various means of reporting incidents or threats of sexual harassment, exploitation of assault. Special measures introduced to ensure comfort and safety of female participants in targeted Livelihood sector interventions, including regular one-on-one liaising during project implementation and after project completion.
Risk 4: Risk to the environment/natural habitat, and possible pollution from construction work that will be undertaken	I = 2 L = 2	Low		Larger projects in target locations, if any, will undertake individual SES to identify potential risks to the environment and natural resources and identify the required and relevant mitigation measures prior to initiating implementation. Where relevant, EIA/ESIA will be conducted to identify E&S baseline and the appropriate mitigation measures, in compliance with applicable relevant laws and regulations. The project's monitoring practices will include targeted oversight of environmental safeguarding and protection efforts.
Risk 5: Non-compliance with labour laws, including use of child labour	I = 4 L = 4	Moderate	UNDP rules and regulations on Child Labour to be explicit in procurement and contract materials.	Kick off meetings and briefings with project partners to re-cap labour law obligations. Project supervisors and monitoring teams to pay targeted attention to reports, indications, and suspected cases of underage workers.
Risk 6: Reputational risks if conflict-sensitive/do no harm approach is not correctly mainstreamed and implemented	I = 3 L = 2	Low		Conflict-sensitive approach to be applied in project planning, implementation, monitoring and communication to ensure that there is no harm caused by UNDP works in the mandated locations of the liberated governorates.

Risk 7: Safety and health related incidents, especially given the current context of COVID-19	I = 3 L = 2	Low	All UNDP personnel and field teams to adhere to national and localised movement restrictions, curfews, and other state safeguards against COVID 19 infection.	UNDP field teams to receive clear guidance on social distancing and hand hygiene protocols while in the field and working with implementing partners. Onsite meetings/close interactions between UNDP personnel and field teams to be kept to a minimum. Online meetings and joint calls to be relied upon in lieu of on-site gatherings whenever possible. Reporting of suspected or confirmed COVID 19 cases within the teams of implementing partners such as contractors or NGO teams to be applied.

	QUESTION 4: What is the overall project risk categorization?		
	Low Risk	**X**	
	Moderate Risk	☐	
	Substantial Risk	☐	
	High Risk	☐	

	QUESTION 5: Based on the identified risks and risk categorization, what requirements of the SES are triggered? (check all that apply)				
	Question only required for Moderate, Substantial and High-Risk projects				
	Is assessment required? (check if "yes")	☐			***Status? (completed, planned)***
	if yes, indicate overall type and status		☐	Targeted assessment(s)	
			☐	ESIA (Environmental and Social Impact Assessment)	
			☐	SESA (Strategic Environmental and Social Assessment)	
	Are management plans required? (check if "yes)	☐			
	If yes, indicate overall type		**X**	Targeted management plans (e.g., Gender Action Plan, Emergency Response Plan,	Planned

				Waste Management Plan, others)	
			X	ESMP (Environmental and Social Management Plan which may include range of targeted plans)	Planned (as applicable)
			X	ESMF (Environmental and Social Management Framework)	Planned
	Based on identified <u>risks</u>, which Principles/Project-level Standards triggered?		**Comments (not required)**		
	Overarching Principle: Leave No One Behind				
	Human Rights	X	The project will mainstream the human rights-based approach to programming and will addresses the realization of Article 6 and Article 7 of the International Covenant on Economic, Social and Cultural rights which outline the right to work and the enjoyment of just and favourable working conditions. Also, the project will adhere to Universal Declaration of Human Rights https://www.un.org/en/about-us/universal-declaration-of-human-rights of the UN.		
	Gender Equality and Women's Empowerment	X	UNDP's commitment to gender equality and women's empowerment has been mainstreamed into the proposed activities associated with this project.		
	Accountability	X			
	1. Biodiversity Conservation and Sustainable Natural Resource Management	☐			
	2. Climate Change and Disaster Risks	☐			
	3. Community Health, Safety and Security	X	Given the objective of the project in supporting resilience through employment generation, the health, safety and		

			working conditions of beneficiaries of the project and project partners alike is of paramount importance.
	4. Cultural Heritage	☐	
	5. Displacement and Resettlement	☐	
	6. Indigenous Peoples	☐	
	7. Labour and Working Conditions	**X**	Given the objective of the project in supporting resilience through employment generation, the project will ensure that working conditions of beneficiaries meet national labour laws and international commitments.
	8. Pollution Prevention and Resource Efficiency	**X**	The project will monitor that implementation of activities adhere to international standards on pollution prevention and resource efficiency.

SESP Attachment 1. Social and Environmental Risk Screening Checklist

Checklist Potential Social and Environmental Risks	
Overarching Principle: Leave No One Behind	**Answer (Yes/No)**
Human Rights	
P.1 Have local communities or individuals raised human rights concerns regarding the project (e.g., during the stakeholder engagement process, grievance processes, public statements)?	No
P.2 Is there a risk that duty-bearers (e.g., government agencies) do not have the capacity to meet their obligations in the project?	Yes
P.3 Is there a risk that rights-holders (e.g., project-affected persons) do not have the capacity to claim their rights?	Yes
Would the project potentially involve or lead to:	
P.4 adverse impacts on enjoyment of the human rights (civil, political, economic, social or cultural) of the affected population and particularly of marginalized groups?	No
P.5 inequitable or discriminatory impacts on affected populations, particularly people living in poverty or marginalized or excluded individuals or groups, including persons with disabilities? [46]	No
P.6 restrictions in availability, quality of and/or access to resources or basic services, in particular to marginalized individuals or groups, including persons with disabilities?	No
P.7 exacerbation of conflicts among and/or the risk of violence to project-affected communities and individuals?	No
Gender Equality and Women's Empowerment	
P.8 Have women's groups/leaders raised gender equality concerns regarding the project, (e.g., during the stakeholder engagement process, grievance processes, public statements)?	No
Would the project potentially involve or lead to:	
P.9 adverse impacts on gender equality and/or the situation of women and girls?	No
P.10 reproducing discriminations against women based on gender, especially regarding participation in design and implementation or access to opportunities and benefits?	No
P.11 limitations on women's ability to use, develop and protect natural resources, taking into account different roles and positions of women and men in accessing environmental goods and services? For example, activities that could lead to natural resources degradation or depletion in communities who depend on these resources for their livelihoods and well being	No
P.12 exacerbation of risks of gender-based violence? For example, through the influx of workers to a community, changes in community and household power dynamics, increased exposure to unsafe public places and/or transport, etc.	Yes
Sustainability and Resilience: Screening questions regarding risks associated with sustainability and resilience are encompassed by the Standard-specific questions below	
Accountability	

[46] Prohibited grounds of discrimination include race, ethnicity, sex, age, language, disability, sexual orientation, gender identity, religion, political or other opinion, national or social or geographical origin, property, birth or other status including as an indigenous person or as a member of a minority. References to "women and men" or similar is understood to include women and men, boys and girls, and other groups discriminated against based on their gender identities, such as transgender and transsexual people.

Would the project potentially involve or lead to:		
P.13	exclusion of any potentially affected stakeholders, in particular marginalized groups and excluded individuals (including persons with disabilities), from fully participating in decisions that may affect them?	No
P.14	grievances or objections from potentially affected stakeholders?	No
P.15	risks of retaliation or reprisals against stakeholders who express concerns or grievances, or who seek to participate in or to obtain information on the project?	No
Project-Level Standards		
Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management		
Would the project potentially involve or lead to:		
1.1	adverse impacts to habitats (e.g., modified, natural, and critical habitats) and/or ecosystems and ecosystem services? For example, through habitat loss, conversion or degradation, fragmentation, hydrological changes	No
1.2	activities within or adjacent to critical habitats and/or environmentally sensitive areas, including (but not limited to) legally protected areas (e.g., nature reserve, national park), areas proposed for protection, or recognized as such by authoritative sources and/or indigenous peoples or local communities?	No
1.3	changes to the use of lands and resources that may have adverse impacts on habitats, ecosystems, and/or livelihoods? (Note: if restrictions and/or limitations of access to lands would apply, refer to Standard 5)	No
1.4	risks to endangered species (e.g., reduction, encroachment on habitat)?	No
1.5	exacerbation of illegal wildlife trade?	No
1.6	introduction of invasive alien species?	No
1.7	adverse impacts on soils?	No
1.8	harvesting of natural forests, plantation development, or reforestation?	No
1.9	significant agricultural production?	No
1.10	animal husbandry or harvesting of fish populations or other aquatic species?	No
1.11	significant extraction, diversion or containment of surface or ground water? For example, construction of dams, reservoirs, river basin developments, groundwater extraction	No
1.12	handling or utilization of genetically modified organisms/living modified organisms?[47]	No
1.13	utilization of genetic resources? (e.g., collection and/or harvesting, commercial development)[48]	No
1.14	adverse transboundary or global environmental concerns?	No
Standard 2: Climate Change and Disaster Risks		
Would the project potentially involve or lead to:		
2.1	areas subject to hazards such as earthquakes, floods, landslides, severe winds, storm surges, tsunami or volcanic eruptions?	No
2.2	outputs and outcomes sensitive or vulnerable to potential impacts of climate change or disasters? For example, through increased precipitation, drought, temperature, salinity, extreme events, earthquakes	No
2.3	increases in vulnerability to climate change impacts or disaster risks now or in the future (also known as maladaptive or negative coping practices)? For example, changes to land use planning may encourage further development of floodplains, potentially increasing the population's vulnerability to climate change, specifically flooding	No
2.4	increases of greenhouse gas emissions, black carbon emissions or other drivers of climate change?	No

[47] See the Convention on Biological Diversity and its Cartagena Protocol on Biosafety.

[48] See the Convention on Biological Diversity and its Nagoya Protocol on access and benefit sharing from use of genetic resources.

Standard 3: Community Health, Safety and Security		
Would the project potentially involve or lead to:		
3.1	construction and/or infrastructure development (e.g., roads, buildings, dams)? (Note: the GEF does not finance projects that would involve the construction or rehabilitation of large or complex dams)	No
3.2	air pollution, noise, vibration, traffic, injuries, physical hazards, poor surface water quality due to runoff, erosion, sanitation?	Yes
3.3	harm or losses due to failure of structural elements of the project (e.g., collapse of buildings or infrastructure)?	No
3.4	risks of water-borne or other vector-borne diseases (e.g., temporary breeding habitats), communicable and noncommunicable diseases, nutritional disorders, mental health?	No
3.5	transport, storage, and use and/or disposal of hazardous or dangerous materials (e.g., explosives, fuel and other chemicals during construction and operation)?	No
3.6	adverse impacts on ecosystems and ecosystem services relevant to communities' health (e.g., food, surface water purification, natural buffers from flooding)?	No
3.7	influx of project workers to project areas?	No
3.8	engagement of security personnel to protect facilities and property or to support project activities?	No
Standard 4: Cultural Heritage		
Would the project potentially involve or lead to:		
4.1	activities adjacent to or within a Cultural Heritage site?	No
4.2	significant excavations, demolitions, movement of earth, flooding or other environmental changes?	No
4.3	adverse impacts to sites, structures, or objects with historical, cultural, artistic, traditional or religious values or intangible forms of culture (e.g., knowledge, innovations, practices)? (Note: projects intended to protect and conserve Cultural Heritage may also have inadvertent adverse impacts)	No
4.4	alterations to landscapes and natural features with cultural significance?	No
4.5	utilization of tangible and/or intangible forms (e.g., practices, traditional knowledge) of Cultural Heritage for commercial or other purposes?	No
Standard 5: Displacement and Resettlement		
Would the project potentially involve or lead to:		
5.1	temporary or permanent and full or partial physical displacement (including people without legally recognizable claims to land)?	No
5.2	economic displacement (e.g., loss of assets or access to resources due to land acquisition or access restrictions – even in the absence of physical relocation)?	No
5.3	risk of forced evictions?[49]	No
5.4	impacts on or changes to land tenure arrangements and/or community-based property rights/customary rights to land, territories and/or resources?	No
Standard 6: Indigenous Peoples		
Would the project potentially involve or lead to:		
6.1	areas where indigenous peoples are present (including project area of influence)?	No
6.2	activities located on lands and territories claimed by indigenous peoples?	No
6.3	impacts (positive or negative) to the human rights, lands, natural resources, territories, and traditional livelihoods of indigenous peoples (regardless of whether indigenous peoples possess the legal titles to such areas, whether the project is located within or outside of the lands and territories inhabited by the affected peoples, or whether the indigenous peoples are recognized as indigenous peoples by the country in question)?	No

[49] Forced eviction is defined here as the permanent or temporary removal against their will of individuals, families, or communities from the homes and/or land which they occupy, without the provision of, and access to, appropriate forms of legal or other protection. Forced evictions constitute gross violations of a range of internationally recognized human rights.

	If the answer to screening question 6.3 is "yes", then the potential risk impacts are considered significant, and the project would be categorized as either Substantial Risk or High Risk	
6.4	the absence of culturally appropriate consultations carried out with the objective of achieving FPIC on matters that may affect the rights and interests, lands, resources, territories and traditional livelihoods of the indigenous peoples concerned?	No
6.5	the utilization and/or commercial development of natural resources on lands and territories claimed by indigenous peoples?	No
6.6	forced eviction or the whole or partial physical or economic displacement of indigenous peoples, including through access restrictions to lands, territories, and resources? Consider, and where appropriate ensure, consistency with the answers under Standard 5 above	No
6.7	adverse impacts on the development priorities of indigenous peoples as defined by them?	No
6.8	risks to the physical and cultural survival of indigenous peoples?	No
6.9	impacts on the Cultural Heritage of indigenous peoples, including through the commercialization or use of their traditional knowledge and practices? Consider, and where appropriate ensure, consistency with the answers under Standard 4 above.	No
Standard 7: Labour and Working Conditions		
Would the project potentially involve or lead to: (note: applies to project and contractor workers)		
7.1	working conditions that do not meet national labour laws and international commitments?	Yes
7.2	working conditions that may deny freedom of association and collective bargaining?	No
7.3	use of child labour?	Yes
7.4	use of forced labour?	No
7.5	discriminatory working conditions and/or lack of equal opportunity?	Yes
7.6	occupational health and safety risks due to physical, chemical, biological and psychosocial hazards (including violence and harassment) throughout the project life-cycle?	Yes
Standard 8: Pollution Prevention and Resource Efficiency		
Would the project potentially involve or lead to:		
8.1	the release of pollutants to the environment due to routine or non-routine circumstances with the potential for adverse local, regional, and/or transboundary impacts?	Yes
8.2	the generation of waste (both hazardous and non-hazardous)?	Yes
8.3	the manufacture, trade, release, and/or use of hazardous materials and/or chemicals?	No
8.4	the use of chemicals or materials subject to international bans or phase-outs? For example, DDT, PCBs and other chemicals listed in international conventions such as the Montreal Protocol, Minamata Convention, Basel Convention, Rotterdam Convention, Stockholm Convention	No
8.5	the application of pesticides that may have a negative effect on the environment or human health?	No
8.6	significant consumption of raw materials, energy, and/or water?	No

ANNEX-VI REPORTING REQUIREMENTS

Last Updated:	Summary of changes since last update:

UNDP will regularly provide information about the Project progress to KfW. The following table shows an overview of reporting requirements.

	Update on employment promotion indicators	**Update Report**	**Progress Report**	**Certified Financial Statements including Final Financial Statements**	**Final Report**
Requirement	Obligatory	Optional, if required by KfW	Obligatory	Obligatory	Obligatory
Frequency & Timing	Every two months, beginning with signing of Financing Agreement	Frequency to be agreed between KfW PM and UNDP CO (possible: either quarterly or half yearly)	Once a year on 28th of February	Standard: Once a year by 30th June Final: By 30th June the year after project completion	Not later than six months after all activities have been implemented
Template	See template "Update on employment indicators"	No fixed template; use template "Update Report" incl. annexes for guidance	See template "Progress Report" incl. obligatory annexes	No template (standard UNDP format)	See template "Progress Report" incl. annexes
Content	Short brief on the specific indicators	Short report on the current status of the project; actual content and level of detail is defined between KfW PM and UNDP CO and depends on the project as well as agreed frequency of reporting (use Update Report template as guidance)	Detailed report on project progress in the previous calendar year; includes information on financial progress based on the updated budget template (uncertified financial information)	Standard Certified Annual Statements for the previous calendar year / Statements for the full Project duration as generated by the UNDP system (HQ)	Last report on the Project; it includes lessons learnt and a detailed project retrospective comparing actual implementation with the original plan and providing explanations for any deviations

KfW may request additional information ad-hoc on a reasonable basis throughout the year if and as required by BMZ or KfW, e.g., on beneficiariy numbers. It will notify UNDP of such requests.

ANNEX-VII LIST OF TRIGGERS REQUIRING PRIOR CONSULTATION AND AGREEMENT

Last Updated:
Summary of changes since last update:

List of Triggers requiring prior consultation and agreement between KfW and UNDP

In certain situations, there may be unforeseen events that significantly alter the implementation of the Project to such an extent that they require prior consultations and agreement between UNDP and KfW before proceeding with the implementation of the Project. While these are necessarily dependent on the context, including the Project type, the Project design and the circumstances prevailing in the host country, the following provide an illustrative (but not exclusive) list of such possible triggering events that require prior consultations and agreement between UNDP and KfW:

- **Change in the Project's results framework:** These kinds of changes may arise at the output and outcome level in response to emerging evidence on needs and the overall situation. Any changes hereto shall require prior consultations and agreement between UNDP and KfW.
- **Change in strategy:** During Project implementation, changes in strategy may become necessary to achieve the defined outputs. This may occur particularly where the Project is being implemented in a fluid context with uncertainty in the political, economic or security situation. Any changes to the strategy should be based on the new evidence and shall require prior consultations and agreement between UNDP and KfW.
- **Change in the geographic location of the Project:** Situations may arise where a population changes its location, new evidence emerges on their needs and the suitability for proposed interventions (e.g., viability of ground water or other geo-climatic determinants on infrastructure related interventions) or administrative structures and management entities are fundamentally altered (e.g., a district dividing into two or more new districts). Any change to the geographic location of the Project shall require prior consultations and agreement between UNDP and KfW.
- **Change in the target beneficiary group:** Changes in the targeted beneficiaries and /or target number of beneficiaries to be reached via the Project - any changes hereto shall require prior consultations and agreement between UNDP and KfW.
- **Variances in costs:** Events may arise that significantly impact costs, such as, but not limited to the population size/type of beneficiaries changing, based on new arrivals and/or displacement, increased costs of supplies and labour and fluctuations in the exchange rate. Cost variances regarding project input cost of more than 10% at output level (including direct staff costs, which will be budgeted as separate outputs) require the prior consent of KfW. Direct project costs will appear in the budget as a lump-sum. Any increase or decrease in direct project costs, even if below a 10% change, require prior consent of KfW.
- **Extension of the implementation timeline:** Significant changes to the implementation timeline may arise from availability/lead-time for the procurement of supplies, availability of partners/service providers or unforeseen political events. Any changes in the implementation timeline that may affect the implementation of the Project as set out in this Annex within the implementation period defined in the

Financing Agreement shall require prior consultations and agreement between UNDP and KfW.

- **Change of local partners:** Any changes in or additional local partners communicated to KfW for compliance reasons (to be checked against EU sanction lists) shall require prior consultations and agreement between UNDP and KfW.
- **Changes related to environmental and Social aspects for Projects that fall into a significant and high-risk category:** In case of Projects that fall into a significant or high-risk category (B+ or A), any changes to the Project with implications on environmental or social risks require the environmental and social documentation to be updated and adjusted to reflect those changes as appropriate. The complete set of updated E&S safeguard documentation will be shared with KfW for comments and prior consent.