United Nations Development Programme

Zimbabwe

Project Title: Zimbabwe HCFC phase-out plan (Stage II)

Term 1 Progress Report (January to April 2025)

Implementing Agency:	**United Nations Development Programme**
Country/Region or Area:	Zimbabwe/RBA
Project Title and ID:	Zimbabwe HCFC phase-out plan (Stage II) 00127769
Project Duration:	**August 2022 – December 2029**
Reporting Period:	Term 1 2025
Contact Person/s:	Phumla B Maduma
Funded by:	Multilateral Fund

Acronyms

HCFC:	Hydrochlorofluorocarbon
HPMP 2: STAGE II	HYDROCHLOROFLOUROCARBON (HCFC) PHASE OUT MANAGEMENT PLAN
INDC:	Intended Nationally Determined Contribution
MLF:	Multilateral Fund
NDS 1:	National Development Strategy 1
NOU:	National Ozone Unit
ODS:	Ozone Depleting Substances
SADC:	Southern African Development Community
SAP:	Scientific Assessment Panel of the Protocol
UNDP:	United Nations Development Programme
UNFCCC:	United Nations Framework Convention on Climate Change

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I. Project Status Information

Project title	Zimbabwe HCFC phase-out plan (Stage II)
Project ID	00127769
Project start Date / end Date	August 2022 to December 2029
Implementing Modality	NIM
Implementing Partner(s)	Ministry of Environment, Climate and Wildlife
Donors	Multilateral Fund

Project Objective/impact	To eliminate the use of the Greenhouse Gas HFC-134a in the domestic manufacturing of refrigerators and freezers in Zimbabwe by the adoption of Isobutane (HC-600a) as refrigerant.
UNDP CPD outcome	Outcome 3: Vulnerable Communities are equipped to cope with climate change and build resilience for household and food and nutrition security
UNDP Strategic Plan RRF outcome	Outcome 3: Vulnerable Communities are equipped to cope with climate change and build resilience for household and food and nutrition security
UNDP Strategic Plan RRF output	Output 3.2 - Mechanisms are in place to assess and mitigate natural and man-made risks at the subnational and national level

Project Budget (US$)	**Total Project expenses (US$)**	**Annual Budget (US$)**	**Delivery Rate (% of total budget)**
250,000		85,000.00	

Donor	Annual budget US$
Multilateral Fund	85,000.00

II. Executive Summary (450 words)

The HPMP STAGE II project is fully aligned to the principles of basic right to a healthy, safe, and clean environment in the 2013 Constitution, and to the national priorities of the newly launched National Development Strategy 1 (NDS 1) and the country's Nationally Determined Contributions (NDC) and low emissions developed strategy. Under the 2021 -2021 NDS1, Environmental protection, climate resilience and natural resource management is a national priority area under which the levels of GHGs emissions (MtCO2eq) are a key performance indicator under the priority area. Strengthening capacity building and awareness on climate change adaptation and mitigation is one of the strategies to achieve these results. Similarly, under its NDC, the RAC sector is earmarked as a sector to contribute to emissions. Zimbabwe submitted its Intended Nationally Determined Contribution (INDC) to the United Nations Framework Convention on Climate Change (UNFCCC) in 2015, setting a mitigation target of a 33% reduction of energy emissions per capita by 2030 compared to the Business as Usual (BAU) energy scenario, which includes the greenhouse gases (GHG) CO_2, CH_4 and NO_2. The mitigation measures considered under the Industrial processes and product use (IPPU) include HFC Phasedown schedule under the Kigali Amendment. To date, activities under the HPMP STAGE II project have significantly advanced the capacity of customs officers and RAC technicians in addressing ODS and modern refrigeration practices. Training sessions for 28 customs officers were conducted, enhancing their ability to identify and mitigate tactics used by importers to bypass regulations. This training included practical demonstrations and observations at key border posts, which helped build confidence in their operational capabilities. In parallel, 36 RAC technicians participated in comprehensive training that included assessments on theoretical knowledge, practical skills, and oral evaluations. This rigorous training resulted in a 90% certification rate for lecturers involved in the program, showcasing the effectiveness of the training initiatives. Furthermore, a total of 25 individuals were trained in using new refrigeration tools, which included advanced equipment designed to promote climate-friendly practices. Overall, the STAGE II project represents a vital step toward achieving Zimbabwe's climate commitments while ensuring sustainable practices within the RAC sector. By focusing on capacity building, regulatory compliance, and stakeholder engagement, the project aims to foster a culture of sustainability and contribute to a healthier and safer environment for all citizens. Continued efforts will be essential to address emerging challenges and to strengthen the impact of climate action initiatives in Zimbabwe. Additionally, A total of USD85,000.00 has been planned for the year and it will go towards the tools procurement as well as training of the Refrigeration and Airconditioning Technicians.

III. Situation Background (Max 1/2 page)

The depletion of the Ozone Layer presents major challenges to all countries globally, in terms of health, environmental and economic impacts. The evolution of these impacts is regularly reviewed at the global level by the Scientific Assessment Panel of the Protocol (SAP), which consists of hundreds of top scientists from around the world. The SAP assesses the status of the depletion of the ozone layer and relevant atmospheric science issues. Pursuant to Article 6 of the Montreal Protocol, a report is prepared every 3 or 4 years by SAP. Evidence of the potential impacts can be found on the Secretariat's web site, (https://ozone.unep.org/sites/default/files/2019-

11/twentyquestions.pdf). As mentioned in this summary of the last SAP report (2018): "Montreal Protocol controls have led to a substantial reduction in the emissions of ODSs over the last two decades. These reductions, while protecting the ozone layer, have the additional benefit of reducing the human contribution to climate change. Without Montreal Protocol controls, the climate forcing due to ODSs could now be nearly two and a half times the present value". The depletion of the ozone layer and increased climate forcing would have a particular impact on the part of the population with lower revenues, which may not have sufficient financial means to protect itself and to adapt to the induced environmental and economic changes.

Zimbabwe acceded to the Montreal Protocol on Substances that Deplete the Ozone Layer in November 1992. The Multilateral Fund (MLF) for the Implementation of the Montreal Protocol established under Article 10 of the Montreal Protocol provides funds for meeting the compliance obligations for phase out of Ozone-Depleting Substances (ODSs) to parties operating under Article 5 (developing countries) of the Montreal Protocol including Zimbabwe.

The funding provided by the MLF is linked to quantitative phase out target for specific Ozone-Depleting substance towards meeting compliance obligation under the Montreal Protocol. Through funds made available for quantitative phase-out targets of ODSs in a country, funding is provided for conversion of enterprises to non-ODS technologies, technical assistance, training, and capacity building, etc. as specified in the Decisions of the Executive Committee of the MLF. The funding sought from the MLF is based upon a proposal submitted by the Country which is developed with assistance of the designated implementing agency and covers domestic enterprises to be converted to non-ODS technologies to meet the phase-out targets, technical assistance, and training / capacity building activities etc.

Stage I of the HPMP for Zimbabwe was originally approved at the 65th meeting and revised at the 71st meeting to meet the 35 per cent reduction from the baseline by 2020, at a total cost of US $1,038,818, plus agency support costs, to phase out 12.34 ODP tonnes of HCFCs (5.29 ODP tonnes of HCFC 22 used in the refrigeration and air conditioning (RAC) servicing sector, 0.94 ODP tonnes of HCFC-141b used in flushing refrigeration systems and 6.11 ODP tonnes of HCFC 141b contained in pre-blended polyols in the foam manufacturing sector). An overview of implementation of stage I, including an analysis of the HCFC consumption, the progress and financial reports on implementation, and the request for the fifth and final tranche is available.

The Stage II HPMP for Zimbabwe was approved during the 86th meeting of the Executive Committee which was held from the 11th of November to the 3rd of December 2020 virtually owing to the restrictions imposed as a result of the Covid-19 outbreak. The total cost of the project is USD1,040,000.00 excluding agency support costs for UNEP and UNDP. The project will aim to achieve 67,5% reduction in 2025 and complete phase out in 2030. The proposed STAGE II project is fully aligned to the principles of basic right to a healthy, safe, and clean environment in the 2013 Constitution, and to the national priorities of the newly launched National Development Strategy 1 (NDS 1) and the country's Nationally Determined Contributions (NDC) and low emissions developed strategy. Under the 2021 -2021 NDS1, Environmental protection, climate resilience and natural resource management is a national priority area under which the levels of GHGs emissions (MtCO2eq) are a key performance indicator under the priority area. Strengthening capacity

building and awareness on climate change adaptation and mitigation is one of the strategies to achieve these results. Similarly, under its NDC, the RACI sector is earmarked as a sector to contribute to emissions. Zimbabwe submitted its Intended Nationally Determined Contribution (INDC) to the United Nations Framework Convention on Climate Change (UNFCCC) in 2015, setting a mitigation target of a 33% reduction of energy emissions per capita by 2030 compared to the Business as Usual (BAU) energy scenario, which includes the greenhouse gases (GHG) CO_2, CH_4 and NO_2. The mitigation measures considered under the Industrial processes and product use (IPPU) include HFC Phasedown schedule Kigali Amendment.

The initiative will be part of UNDP's commitment to support the Government of Zimbabwe to adopt a low emission economy expressed in the National Development Strategy, National Determined Contribution NDC and the Low Emissions Development Strategy. This project is also fully aligned with the UN Cooperation Framework Outcome 1: (By 2026, all people in Zimbabwe, especially the most vulnerable and marginalised, benefit from greater environmental stability and robust food systems in support of healthy lives and equitable, sustainable, and resilient livelihoods) which will be achieved through the new CPD Output 2.3 (Solutions scaled up for sustainable management of natural resources, ecosystem services, chemicals and waste management. CPD Output Indicator 2.3.4 (Amount of chemicals/GHG/ HCFCS reduced, sequestrated, or offset as a direct result of UNDP interventions alongside those of UNEP) will specifically measure this STAGE II projects contribution to the CPD Output and Outcome. UNDP Zimbabwe has also committed to support private sector in leading action to reduce emissions and to partner with other UN agencies in unlocking international climate and environment finance mechanisms, for common climate outcomes.

IV. Progress towards Development Results[1]

Section 1: Overall progress against the CPD outcome *(which the project falls under)*

CPD Outcome 3: Vulnerable Communities are equipped to cope with climate change and build resilience for household and food and nutrition security

Summary achievements based on CPD Outcome <add outcome number(s)> targets for 2024

CPD Outcome Indicator	Actual Value of the Indicator as of the time of Reporting	Status *On-track, Off-track, Achieved, Partially Achieved, Not Achieved*
Development of the list of tools that will be procured and distributed to the RAC technicians	A detailed list of tools that will be procured and distributed to the RAC technicians was developed.	Achieved

Section 2: Progress against CPD Outputs *(Refer to the CPD)*

CPD Output 2.3: Solutions scaled up for sustainable management of natural resources, ecosystem services, chemicals and waste management (Indicator 2.3.4 Amount of chemicals/GHG/ HCFCS reduced, sequestrated or offset as a direct result of UNDP interventions)

Summary achievement based on CPD output targets for 2022 - 2026

CPD Output Indicator 2022-2026	Actual Value of the Indicator as of the time of Reporting	**Status** *On-track, Off-track, Achieved, Partially Achieved, Not Achieved*
Development of the list of tools that will be procured and distributed to the RAC technicians	A detailed list of tools that will be procured and distributed to the RAC technicians was developed.	Achieved

Section 3: Progress against Project Outputs *(Derived from the ProDoc)*

CPD output 1: Complementary equipment and tools needs established, and materials procured and supplied to strengthen seven training institutions and RAC Technicians

Summary achievement based on CPD output targets for 2024

Project Output Indicator	Actual Value of the Indicator as of the time of Reporting	**Status** *On-track, Off-track, Achieved, Partially Achieved, Not Achieved*
Development of the list of tools that will be procured and distributed to the RAC technicians	A detailed list of tools that will be procured and distributed to the RAC technicians was developed.	Achieved

Description

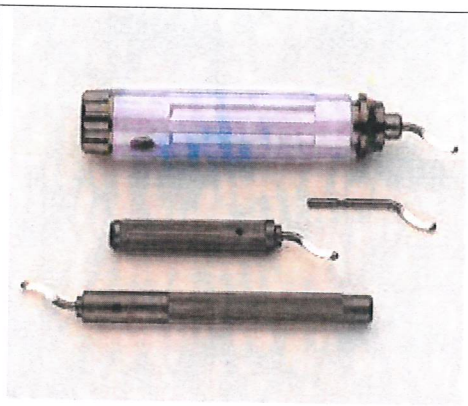
Description of Results

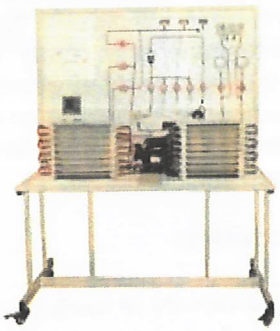
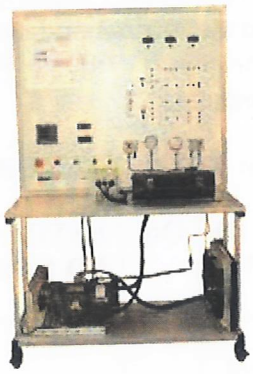
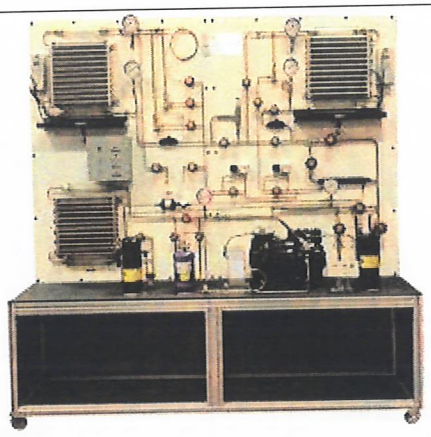
As a result of this structured approach, the finalized list of tools is now poised for the initiation of the procurement process. This strategic preparation not only guarantees that the RAC technicians will receive high-quality equipment but also enhances their ability to perform maintenance and repair tasks more efficiently. The expert's validation adds credibility to the procurement efforts, ensuring that investments in tools are well-justified and aligned with operational requirements. Ultimately, this initiative is expected to improve service delivery within the RAC sector, leading to increased technician productivity and enhanced client satisfaction.

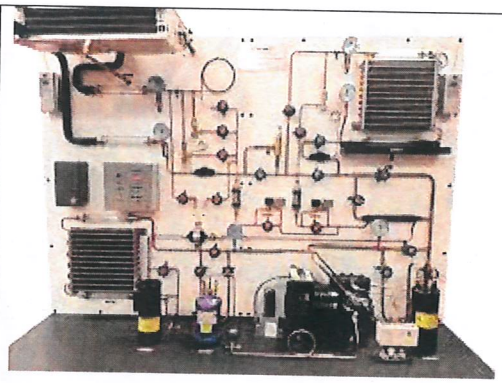
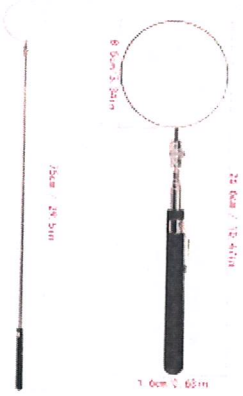
Description of activities:

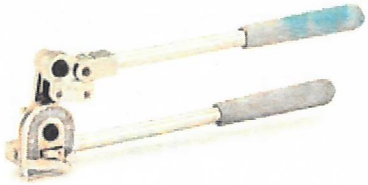
A comprehensive inventory of tools required for the Refrigeration and Air Conditioning (RAC) technicians was meticulously compiled, ensuring that all essential items were included to enhance operational efficiency. This list underwent a thorough review process, where it was sent to a renowned International Expert in Refrigeration and Air Conditioning for validation. The expert's feedback was sought to ensure that the tools selected align with industry standards and best practices. Following the expert review, necessary adjustments were made to the list based on the recommendations received, ensuring it meets both current and future needs of the technicians. With the final list approved, preparations for the procurement process have commenced.

LIST OF TOOLS: REFRIGERANT RECOVERY AND RECYCLING CENTRES

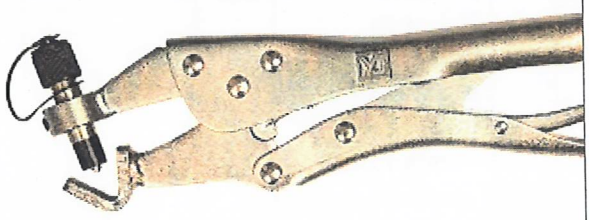
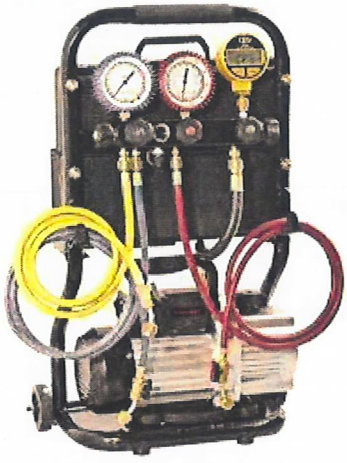
No.	DESCRIPTION (be specific as possible)	Qty	ESTIMATED COST	IMAGE
	Commercial Deburring tool -Yellow jacket YJ-60163	25		
	Copper wire brush -58mm brush length -180mm full length -15mm height	100		

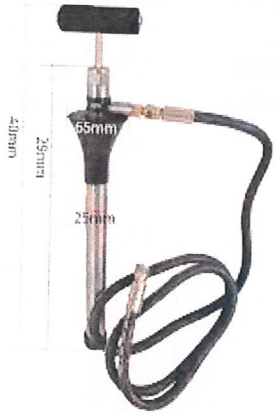
	Refrigeration Training kit -general cycle refrigeration trainer with data acquisition system vocational training equipment -MR015R	20		
	Automobile Car Refrigeration System training model -TB230329S06	20		
	Commercial Refrigeration Trainer Kit -TU-105	20		

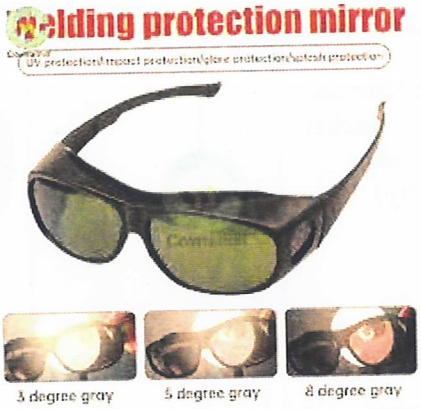
	Commercial Refrigeration trainer -TU-106 Dual application	20		
	Automobile Refrigeration Fittings WADEO R1234yf Adapter kit	50		
	Telescopic inspection mirror - 51x25mm(2"x 1") -extendable from 200-500mm	50		

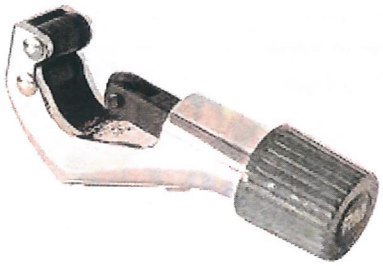
	Tube Bender Set -Voltz CT-999RF	50		
	Tube bender, 1/4", 5/16", 3/8", ½", 5/8", 7/8" -Swagelok	240 (40 each)		
	Oxy-Acetylene Porta Pack -Kit tool box and tray, cylinder carry case -BOC 5000 O_2 regulator -BOC 5000 Acetylene regulator -BOC light duty cutting attachment -BOC light duty blow pipe -BOC light duty mixer BOC standard flow torch end fuel gas FBA	100		

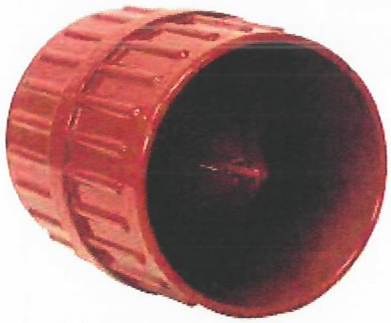
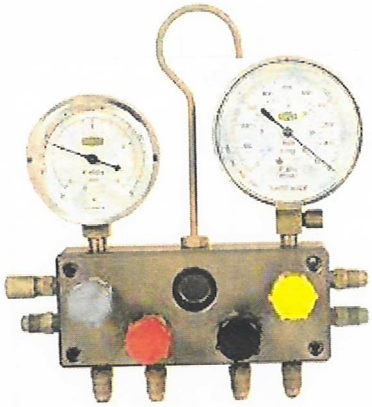
	-BOC standard flow torch end O_2 FBA -Tip cleaner -Flint lighter -Flip front goggles, safety gloves -BOC cylinder spanner -BOC 5mm hose assembly(10m) -BOC cutting nozzles x2 -BOC welding tips			
	Portable Nitrogen blowing equipment with trolley (should Match Local suppliers requirements for fittings) -BOC Zimbabwe nitrogen -nitrogen regulator -7.5kg -13kg	200		
	Commercial recovery machine -Robinair RG6	50		

	Commercial Recovery Machine -Yellow jacket -Refcoup 2.0 -220-240V -1HP	50		
	Recovery unit that can recover R32			
	Quick pierce refrigerant recovery tool -Refco 14210-STD from Reece ¼" - 5/16" -Yellow jacket 60720 3/16" – 1"	200		
	Portable charging station - CS16DMV5D 2P5E CPS	20		

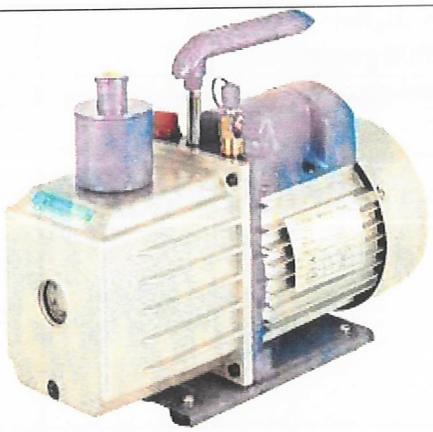
	Electronic Oil pump -R6 electric refrigeration oil charging pump -230V/50-60Hz, 350litres/hr flow rate	5		
	Manual Oil pump -Refco 21702	100		
	Charging scale 0-5000grammes -Yellow jacket 61003 (6kg capacity)	40		

	Leak detector CFC, HFC, HCFC, HFO, HC Fluke ii905 Acoustic imager Or Handheld service leak detectors	200		
	Extech 42515 Infrared Thermometer with type K input	100		
	Safety goggles -welding safety glasses for grinding, brazing, oxy-cutting -5 degree gray	500		

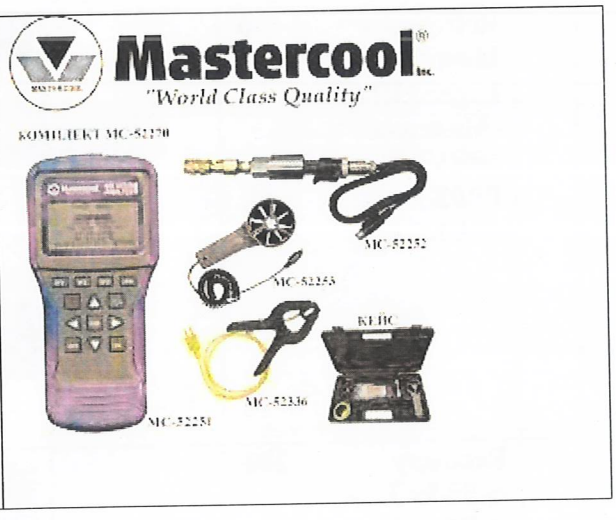
	Safety Gloves -microfoam nitrile coated -seamless knit nylon -black micro-foam nitrile grip	500		
	Heavy duty tube cutter 1/8" to 1-1/8" P&M HVAC/R 274	100		
	Capillary tube cutter ICT-1107	100		

	Inner-Outer Reamer Size of up to 1-1/2”	100		
	Hydra-swage tube expanding tool kit -Mastercool 71650 A blue -10 head kit	200		
	Refco 4-way manifold gauge -Refco 9885061	50		

	4-way digital manifold gauge with micron gauge transmitter -Elitech EMG-40V	50		
	Digital Vacuum Gauge w/Bluetooth -Testo 552	100		
	Commercial Universal Valve core remover & installer -Mastercool 58490	100		

	Commercial 9CFM 220V Vacuum pump -Vevor 1HP JB220V, 50HZ -2 stage	100		
	Digital clamp meter Fluke 325	50		
	Digital wattmeter	50		

	Refrigerant Identifier set Legend HFC -Mastercool 69HVAC-PR02 -TA400A	100		
	Recovery cylinder 12.3 ltr/42 bar which is DOT certified	200		
	Recovery cylinder 50kg which is DOT certified	50		

	Airflow + psychrometer -Manual Mastercool 52270 - -4 to 140^{0}F	50		

V. Cross Cutting Issues

5.1 Gender Equality, Women's Empowerment, and Social Inclusion (maximum 1/2 page)

Gender results	Evidence
Gender result 1:	

The project demonstrates a commitment to gender equality and women's empowerment, particularly evident in the customs officers' training, where the Beitbridge Border Post had a majority of female participants. The project recognizes the importance of involving women in technical roles and actively promotes their participation. While the project provides some gender disaggregation in participant numbers, further efforts could focus on ensuring equitable access to training and leadership opportunities within the RAC sector in future.

5.2 Capacity Development and Sustainability (maximum 1/2 page)

The capacity development initiative for the Refrigeration and Air Conditioning (RAC) technicians is centered on equipping them with the necessary tools and resources to enhance their technical skills and operational efficiency. By developing a detailed list of tools for procurement, the project ensures that technicians have access to high-quality equipment that facilitates effective training and hands-on experiences. This proactive approach not only focuses on immediate needs but also promotes ongoing professional development, enabling technicians to stay current with industry advancements and best practices.

Sustainability is a key consideration in this initiative, as the procurement of tools is aligned with environmentally responsible practices. By selecting energy-efficient tools and promoting the use of sustainable refrigerants, the project aims to reduce the environmental impact of RAC operations. This focus on sustainability not only complies with regulatory standards but also fosters a culture of environmental stewardship among technicians. Ultimately, the

integration of capacity development and sustainability efforts ensures that the RAC workforce is not only skilled but also prepared to contribute to a more sustainable future in the industry.

South-South and Triangular Cooperation (maximum 1/2 page)

Country	Type of cooperation
1.	
2.	
3.	

5.3 Partnerships (maximum 1/2 page)

The project is being implemented through UNDP in partnership with the Ministry of Environment, Climate and Wildlife. Thus, UNDP provides quality assurance to make sure that the project objectives are met. The National Ozone Unit (NOU) in the Climate Change Management Department oversees the day-to-day project related activities. The Unit also periodically reports to the project board. As a result, the Project implementation is followed through the laid-out procedure.

5.4 Environmental Considerations (max 1/2 page)

The HPMP STAGE II project directly addresses environmental challenges related to ozone depletion and climate change. By focusing on the reduction of HCFC-22 and promoting the adoption of energy-efficient, ozone- and climate-friendly refrigerants, the project contributes to the protection of the ozone layer and the mitigation of greenhouse gas emissions. The project aligns with Zimbabwe's commitment to a healthy environment, as enshrined in the 2013 Constitution, and supports the country's efforts to meet its obligations under the Montreal Protocol and the Kigali Amendment. The project also contributes to the National Development Strategy 1 (NDS1) and the country's Nationally Determined Contributions (NDC) and low emissions developed strategy.

5.5 Digitalization (max 1/2 page)

- N/A

5.6 Communications and Visibility (max 1/2 page)

By sharing the detailed list of tools developed for technicians, stakeholders are kept informed about the resources that will enhance operational efficiency. Regular updates will be provided through workshops and meetings, allowing management, technicians, and partners to understand the importance of these tools in capacity development efforts. This transparent communication fosters a sense of ownership and encourages collaboration among all involved parties. Furthermore, through the project's alignment with national priorities, such as the National Development Strategy 1 (NDS1) and Nationally Determined Contributions (NDC), the project achievements are communicated through Project Steering Committee Meetings, government channels and reports, thereby enhancing its overall visibility.

Strengthening National Capacity (max 1/2 page)

***Guidance:* Describe national capacity strengthening initiatives and results for the quarter**

Results achieved	Institution	National capacity strengthened
1)		
2)		

The initiative to procure and distribute essential tools for Refrigeration and Air Conditioning (RAC) technicians directly contributes to strengthening national capacity within the sector. By developing a comprehensive list of tools tailored to the specific needs of technicians, the project ensures that they are equipped with high-quality resources that enhance their technical skills and operational effectiveness. This strategic focus on supplying the right tools forms the foundation for building a skilled workforce capable of meeting both current and future demands in the RAC industry. Moreover, the involvement of an International Expert in the review process underscores the commitment to aligning national practices with global standards. This collaboration not only enhances the credibility of the initiative but also fosters knowledge transfer, allowing local technicians to benefit from international best practices. As a result, this initiative not only boosts the competency of individual technicians but also contributes to the overall resilience and sustainability of the national RAC sector, positioning it to better address emerging challenges and opportunities in the industry.

VI. Monitoring and Evaluation

Key M&E activities conducted during the Quarter.

Key M&E activity (monitoring visit, evaluation, review exercise)	Key outcomes/ observation	Recommendation	Action taken
M&E activity 1 Monitoring visit, evaluation, review exercise	The comprehensive tool list was successfully developed and validated by the International Expert. The technicians expressed optimism about the upcoming procurement.	**Ensure continuous feedback from technicians during the procurement process to address any emerging needs.**	**Established a feedback mechanism for technicians to provide input on tool usability and effectiveness.**

During the quarter, a key monitoring visit was conducted to evaluate the progress of the Refrigeration and Air Conditioning (RAC) initiative. The comprehensive tool list developed for the technicians was successfully validated by the International Expert, indicating alignment with industry standards. Observations during the visit revealed that technicians were optimistic about the upcoming procurement, recognizing its potential to enhance their operational efficiency. To build on this positive momentum, it was recommended that continuous feedback be solicited from technicians throughout the procurement process to address any emerging needs. In response, a feedback mechanism has been established, allowing technicians to provide input on the usability and effectiveness of the tools once procured.

A Human-Interest Story (maximum half a page)

a. *No impact story is recorded at the moment since the training was conducted mid-year. A story will be captured in second term of 2025.*

VII. Risk Management (max 1/2 page)

Risks	Mitigation Measures
Delays in procurement process	*Establish clear timelines and regular check-ins with suppliers to ensure timely delivery of tools.*

Inadequate technician training on new tools	*Develop a structured training program that includes hands-on sessions and ongoing support post-procurement.*
Potential misalignment with industry standards	*Regular consultations with the International Expert to ensure all tools and practices conform to current best practices.*

7.1 Challenges (max 1/2 page)

- Ensuring the tool list met the varied requirements of technicians across different operational contexts proved difficult, leading to delays in finalizing the list.
- Scheduling conflicts with the expert sometimes hindered timely feedback, slowing down the review process.
- Initial communication difficulties among stakeholders created misunderstandings about the tools and their intended use.

7.2 Lessons Learned (max 1/2 page)

- The importance of involving technicians early in the process was highlighted, as their insights are crucial for developing a relevant tool list.
- Establishing direct lines of communication with the International Expert facilitated smoother reviews and quicker adjustments.
- Being open to feedback and willing to make changes throughout the process proved essential in addressing emerging needs and ensuring a robust procurement strategy.

VIII. Project Board Meeting outcomes and Programmatic Revisions (maximum half-page).

At least one Project Steering Committee meeting was conducted in the first term of 2025. The key discussions were around the project progress report. Project updates were shared with the committee, and it was emphasized that the project needed completed as it has taken a long time.

Financial Summary

Outputs / Activity Result	Current Annual Budget (US$) (Jan – Dec)	Expenditure (Reporting Period)	Cumulative Expenditures (delete column for Q1)	% Expenditure (Cumulative)

		A	B	D	D/A*100
Output 1: Add relevant output here					
Activity Result 1	Add result statement here				
Activity Result 2	Add result statement here				
Output 1 Sub-total					
Output 2: Add relevant output here					
Activity Result 1	Add result statement here				
Activity Result 2	Add result statement here				
Output 2 Sub-total					
Grand total					

Prepared By

PHUMLA -B. MADUMA 07/05/2025 Madumq.

UNDP Projects Assistant Date

Reviewed By

VHUSOMUZU B. SIBHOLE 08/05/2025

UNDP Programme Specialist

Approved By

CONSTANCE PEPUKAI 12/05/2025

UNDP Head of Unit Date

Lealem Dinku

UNDP Deputy Resident Representative-Programme Date