

United Nations Development Programme



Annual Work Plan 2023

Project Title: Glaciers & Students - A scientific-based approach to monitor climate and glaciers in Pakistani mountain regions and support hydrogeological risk prevention

OPIII/ Country Programme Outcome: Strategic Plan Outcome 3: Resilience built to respond to systemic uncertainty and risk
CPD Outcome 3: Climate change resilience and environment

Country Programme Output (2023-2027) Output 3.1. In line with international conventions and national policy frameworks, implementation mechanisms are strengthened to promote, manage and conserve natural resources

Output 3.2. Efficient and sustainable use of fresh marine and terrestrial ecosystems, including the Indus Basin, for resilient communities through interventions for improved health, livelihoods, green economy and clean energy

Project Outputs

1. Assessment and monitoring system of mountain glaciers and climate improved in Pakistan contributing to improved planning and management of water resources and natural resources including the sustenance of biological diversity and support to local livelihood base (GEN-01).

2. Collaboration and sharing mechanism among Pakistani and international institutions and students strengthened to build capacities for longer term glaciers monitoring through innovative approaches & technologies (GEN-01).

Implementing Partner: EvK2CNR Italy

Project Brief Description

The northern parts of Pakistan are home to some of the vast stretches of glaciers after the northern pole. The glacier reserves feed local livelihood systems and support unique ecosystems of global importance, in addition to serve as source of water for downstream areas. In face of the growing threat from global warming, these resources need assessment and monitoring through scientific technologies. The people living in mountain slopes of GB region are faced with risk of mountain hazards originating from glacier changes under the effect of climate change. The lack of information on climate change and assessment of glacial changes makes it difficult to predict the hazards. This project aims at developing a consolidating program to establish monitoring of high-altitude climate and assessment of glacier changes, in support of environmental monitoring and natural resources management in Pakistan Mountains, Project activities will also contribute to improve risk assessment and prevention, dealing in particular with GLOFs and hydrogeological hazard, thanks to the application of remote sensing and GIS techniques and a dedicated web information system.

The project intends to actively involve Pakistan Universities and their students in the monitoring activities through a dedicated training and capacity building program in the field of glaciers monitoring activities and remote sensing analysis in order to provide the appropriate tools to ensure the pursuing of a long-term research activities at the end of the project.

Programme Period: 2021-2023

Atlas **Project ID:** 00144462
Atlas **Output ID(s):**00132208

Start date: July 2021

End Date: December 2023

PAC Meeting Date: 11 May, 2022

Project Board Meeting Date:

2023 AWP budget: **716,247.71** (USD)

Total resources required: Euro **696,192.78**

Total allocated resources: USD **716,247.71**

• Other:

○ Govt of Italy **716,247.71** (USD)

Ev-K2-CNR
Associazione Riconosciuta

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Data: 20/01/2023 11:11:57

Agreed by [Ev-K2-CNR]

Agreed by UNDP (RR / DRR): Knut Ostby

DocuSigned by:

23-Jan-2023

Annual Work Plan 2023**Project ID: 00144462****Project Title:** Glaciers & Students - A scientific-based approach to monitor climate and glaciers in Pakistani mountain regions and support hydrogeological risk prevention

EXPECTED OUTPUTS <i>And baseline, associated indicators and annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	Quarterly Targets & Timeframe				RESPONSIBLE PARTY (including potential RPs)	PLANNED BUDGET			
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount (Euro)	Amount (USD)
Output 1: Assessment and monitoring system of mountain glaciers and climate improved in Pakistan mountain areas contributing to improved planning and management of water and natural resources including the sustenance of biological diversity and support to local livelihood base"	ATLAS Activity-1									
	Activity Result 1.1. Climate monitoring network (installation and maintenance)									
	1.1.1 Recognition survey at Askole and Urdukas station					Ev-K2-CNR	AICS	72100	0	0
	1.1.2 Planning and installation of weather station restoration activities					Ev-K2-CNR	AICS	72100	0	0
	1.1.3 Weather station restoration at Askole and Urdukas		X			Ev-K2-CNR	AICS	72100	25,200	25,926
	1.1.4 Weather station checking and maintenance		X	X		Ev-K2-CNR	AICS	72100	23,200	23,868
	1.1.5 Data provision and sharing				X	Ev-K2-CNR	AICS	72100	10,000	10,288
	ATLAS Activity-1									
Activity Result: 1.2 A. Study and monitoring of glaciers and glacial bodies a) multitemporal analysis										
1.2.1a. Selection of areas for multitemporal glacier analysis					Ev-K2-CNR	AICS	72100	0	0	

EXPECTED OUTPUTS <i>And baseline, associated indicators and annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	Quarterly Targets & Timeframe				RESPONSIBLE PARTY (including potential RPs)	PLANNED BUDGET			
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount (Euro)	Amount (USD)
	1.2.2a Data acquisition for glacier area change assessment					Ev-K2-CNR	AICS	72100	0	0
	1.2.3a Glacier area change assessment		X	X		Ev-K2-CNR	AICS	72100	27,300	28,086
	1.2.4a Change assessment report			X	X	Ev-K2-CNR	AICS	72100	43,700	44,959
ATLAS Activity-1										
Activity Result 1.2b: Study and monitoring of glaciers and glacial bodies b) FIELD MONITORING										
	1.2.1b Review of literature for glacier selection					Ev-K2-CNR	AICS	72100	0	0
	1.2.2b Selection of glaciers for field activities					Ev-K2-CNR	AICS	72100	0	0
	1.2.3b Planning of field missions on selected glaciers					Ev-K2-CNR	AICS	72100	0	0
	1.2.4b Field activities on selected glaciers					Ev-K2-CNR	AICS	72100	0	0
	1.2.5b Validation of acquired field data	X				Ev-K2-CNR	AICS	72100	20,000	20,576

EXPECTED OUTPUTS <i>And baseline, associated indicators and annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	Quarterly Targets & Timeframe				RESPONSIBLE PARTY (including potential RPs)	PLANNED BUDGET			
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount (Euro)	Amount (USD)
	1.2.6b Elaboration of field data for each glacier	X				Ev-K2-CNR	AICS	72100	25,000	25,720
	1.2.7b Planning of field missions on selected glaciers	X				Ev-K2-CNR	AICS	72100	12,000	12,346
	1.2.8b Field activities on selected glaciers		X			Ev-K2-CNR	AICS	72100	30,000	30,864
	1.2.9b Validation of acquired field data			X		Ev-K2-CNR	AICS	72100	16,000	16,461
	1.2.10b Data elaboration and sharing			X		Ev-K2-CNR	AICS	72100	15,300	15,741
ATLAS Activity-1										
Activity Result 1.3: Pakistan glacier inventory										
	1.3.1 System requirements and work team definition					Ev-K2-CNR	AICS	72100	0	0
	1.3.2 Implementation of the processing environment					Ev-K2-CNR	AICS	72100	0	0
	1.3.3 Legend					Ev-K2-CNR	AICS	72100	0	0

EXPECTED OUTPUTS <i>And baseline, associated indicators and annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	Quarterly Targets & Timeframe				RESPONSIBLE PARTY (including potential RPs)	PLANNED BUDGET			
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount (Euro)	Amount (USD)
	1.3.4 Data acquisition					Ev-K2-CNR	AICS	72100	0	0
	1.3.5 First classified map	X				Ev-K2-CNR	AICS	72100	5,000	5,144
	1.3.6 Validation of the first map	X				Ev-K2-CNR	AICS	72100	7,300	7,510
	1.3.7 Final classified map	X	X			Ev-K2-CNR	AICS	72100	44,200	45,473
	1.3.8 Morphometric analysis		X	X		Ev-K2-CNR	AICS	72100	34,400	35,391
Output 2: Collaboration and sharing mechanism among Pakistani and international institutions and students strengthened to build capacities for longer-term glacier monitoring through innovative	ATLAS Activity-2									
	Activity 2.1: Implementation of the Information System									
	2.1.1 System requirement analysis for updating of the GeoApp					Ev-K2-CNR	AICS	72100	0	0
	2.1.2 New release of the GB GeoApp		X	X		Ev-K2-CNR	AICS	72100	25,000	25,720
2.1.3 Requirement analysis for new climate data and metadata publication		X	X		Ev-K2-CNR	AICS	72100	20,000	20,576	

EXPECTED OUTPUTS <i>And baseline, associated indicators and annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	Quarterly Targets & Timeframe				RESPONSIBLE PARTY (including potential RPs)	PLANNED BUDGET			
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount (Euro)	Amount (USD)
approaches and technologies	2.1.4 Update SHARE Geonetwork Platform		X	X		Ev-K2-CNR	AICS	72100	16,300	16,770
	2.1.5 Publication of the new web service with new high-altitude weather stations data		X	X	X	Ev-K2-CNR	AICS	72100	41,200	42,387
	ATLAS Activity-2									
	Activity 2.2: Capacity building									
	2.2.1 Training strategy and logistic arrangements with local partners					Ev-K2-CNR	AICS	72100	0	0
	2.2.2 Training for GEOMATICS					Ev-K2-CNR	AICS	72100	0	0
	2.2.3 Training for glaciological field activities					Ev-K2-CNR	AICS	72100	0	0
	2.2.4 Training on avalanche risk					Ev-K2-CNR	AICS	72100	0	0
2.2.5 Local researchers for monitoring activities					Ev-K2-CNR	AICS	72100	0	0	
2.2.6 Training for GEOMATICS			X		Ev-K2-CNR	AICS	72100	17,300	17,798	

EXPECTED OUTPUTS <i>And baseline, associated indicators and annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	Quarterly Targets & Timeframe				RESPONSIBLE PARTY (including potential RPs)	PLANNED BUDGET			
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount (Euro)	Amount (USD)
	2.2.7 Preparation and publication of the book of the glacier inventory			X	X	Ev-K2-CNR	AICS	72100	12,100	12,449
	2.2.8 Final Event				X	Ev-K2-CNR	AICS	72100	15,000	15,432
TOTAL									485,500 €	499,485.60
UNDP COST (ATLAS Activity-3)										
Monitoring Evaluation <i>(including travel, end term evaluation)</i>	Monitoring and evaluation	X	X	X	X	UNDP	AICS	71600 Travel Cost	5,000	5,144.03
								74100 Evaluation	25,000	25,720.16
GMS (8%)		X	X	X	X	UNDP	AICS	75100	51,569.84	53,055.39
Quality Assurance and Oversight Cost (DPC (CO quality review; Third Party financial spot-checks and audit fee))		X	X	X	X	UNDP	AICS	64300 DPC 74500 GOE Misc Exp 74100 Audit & Spot Check	80,000.00 29,122.94 20,000.00	82,304.53 29,961.87 20,576.13
Total									696,192.78	716,247.71

II. Monitoring Plan 2023**Project ID: 00144462****Project Title:** Glaciers & Students - A scientific-based approach to monitor climate and glaciers in Pakistani mountain regions and support hydrogeological risk prevention

Expected Results (Outcomes & Outputs)	Indicators	Baseline	Targets	Data Collection Plan				
				Source/Method of Collection	Schedule / Frequency	Responsible Staff	Resources (€)	Risks and Assumptions
Obtained from the CPD and project Results Frameworks)	Obtained from the CPD and project Results Frameworks)	At the project start date	At the project end date	Specific publication, evaluation, survey, field observation, interviews, etc	Monthly, quarterly, annually, etc	Staff member responsible for collecting and reporting data	Estimated cost of collecting and reporting data	Any risks or assumptions concerning data collection
CPD Output 3.1. In line with international conventions and national policy frameworks, implementation mechanisms are strengthened to promote, manage and conserve natural resources	Indicator 3.1.1 (IRRF 4.1.2). Natural resources that are managed under a sustainable use, conservation, access, and benefit-sharing regime:	03 existing Automatic Weather Stations-AWS, 0 partial glacial inventory)	09 (05 AWS installed and 03 improved ; 04 glacial bodies monitored, studies, analyzed and reported; 01 glacial inventory updated)	Field visits, reports, publications	Quarterly	Project staff	3,000	Security concerns, extreme weather, lack of capacities in relevant agencies

Output 3.2. Efficient and sustainable use of fresh marine and terrestrial ecosystems, including the Indus Basin, for resilient communities through interventions for improved health, livelihoods, green economy and clean energy	Indicator 3.2.1 (IRRF 4.1.1). Number of people directly benefiting from initiatives to protect nature and promote sustainable use of resources	0	100 (Including 40 females) students and faculty members are trained in collaboration with Italian universities	GIS/RS surveys and training, Glaciology field studies and observation	Quarterly training and field visits, GIS/RS surveys and assessment	Project staff Universities /Researchers	3,500	Law and order situation, capacities of the local universities, availability of technology (internet etc)
Project Output 1: Output 1 Assessment and monitoring system of mountain glaciers and climate improved in Pakistan contributing to improved planning and management of water resources and natural resources including the sustenance of biological diversity	1.1 Number of climate monitoring stations in glacier region established and maintained to provide data on changing climate patterns for use by MET Deptt and other concerned	No. 3 AWS (2021)	8 AWS (2023)	Surveys and field observations	Monthly or quarterly field visits, surveys and assessment	Project staff AWS Technicians	5,000	Extreme weather, procedural delays, law and order situation
	1.2 Number of glacial bodies measured, monitored and documented to monitor changes over time that can provide early warning for natural hazards and contribute in reducing risks faced by mountain communities, particularly women and marginalized groups, in downstream valleys	0	4 (number of new glaciers and glacial bodies monitored and studied)	Surveys and field observations	Monthly or quarterly field visits, surveys and assessment	Project staff Universities /Researchers Consultant	5,000	Extreme weather, procedural delays, law and order situation, Pandemic, Technical issues in equipment
	1.3: Update the Pakistan Glacier Inventory	2016 - Partial inventory of	Update Pakistan Glacier Inventory	GIS/RS, Field surveys	Monthly or quarterly field visits, GIS/RS	Project staff	3,500	Security concerns, extreme weather,

		CKNP glaciers exist	Publication of 03 scientific research articles		surveys and assessment	Universities /Researchers Consultants		lack of capacities in relevant agencies
Project Output 2: Collaboration and sharing mechanism among Pakistani and international institutions and students strengthened to build capacities for longer term glaciers monitoring through innovative approaches and technologies.	2.1: Web based GIS climate and glaciers data archiving and sharing system developed and maintained to enable knowledge and data sharing among the authorities responsible e.g. Met Deptt, Disaster Management Authorities, Agriculture Deptt, Water Mgt. Deptt & EPA at GB and national level.	0	1 number of systematic web-based GIS data archiving and sharing mechanisms exist.	GIS/RS surveys, Study reports, GIS maps	Monthly or quarterly field visits, GIS/RS surveys and assessment	Project staff Universities /Researchers Consultants	5,000	Procedural delays, Technical issues in equipment
	2.2: Number of students and faculty members of the local universities in Gilgit-Baltistan trained in glacier inventory and monitoring	0	100 (End target with 40% female students' participation)	GIS/RS surveys and training, Glaciology field studies and observation	Quarterly training and field visits, GIS/RS surveys and assessment	Project staff Universities /Researchers Consultants	5,000	Law and order situation, capacities of the local universities, availability of technology (internet etc)

III. Recruitment Plan 2023

(Include all the recruitments envisaged by the project in AWP 2022 - including national and international staff positions that are vacant or newly created)

Project ID: 00144462 **Project Title:** Glaciers & Students - A scientific-based approach to monitor climate and glaciers in Pakistani mountain regions and support hydrogeological risk prevention

ID#	Post Title	National/ International	Level of Post	Proforma Cost per year (€)	Responsible party (UNDP/ IP/PMU etc.)	Contract Modality (TA/FTA/ SC/ /Govt)	Reporting to/ Supervisor	Duty Station	Contract Start Date	Contract End Date

- No recruitment is planned for the year 2023. The project will be executed with the above existing personnel of EVK2CNR, already mentioned in the project document.***

IV. Procurement Plan 2023

(Include all local and international procurements valued at or above \$ 2,500 envisaged in AWP 2023 – including goods, assets, services and works)

Project ID: 00144462 **Project Title:** Glaciers & Students - A scientific-based approach to monitor climate and glaciers in Pakistani mountain regions and support hydrogeological risk prevention

Action ID#	Description	Type (good, service, works)	Estimated Budget (€)	Responsible party (UNDP/ IP/ etc.)	Invitation Type (EFP, RFA, ITB, LTA, etc)	Announcement Target Date	Evaluation Target Date	Committee Review (CAP, RACP, etc)	Committee Review Target Date	Contract Start Date	Contract End Date	Responsible project staff

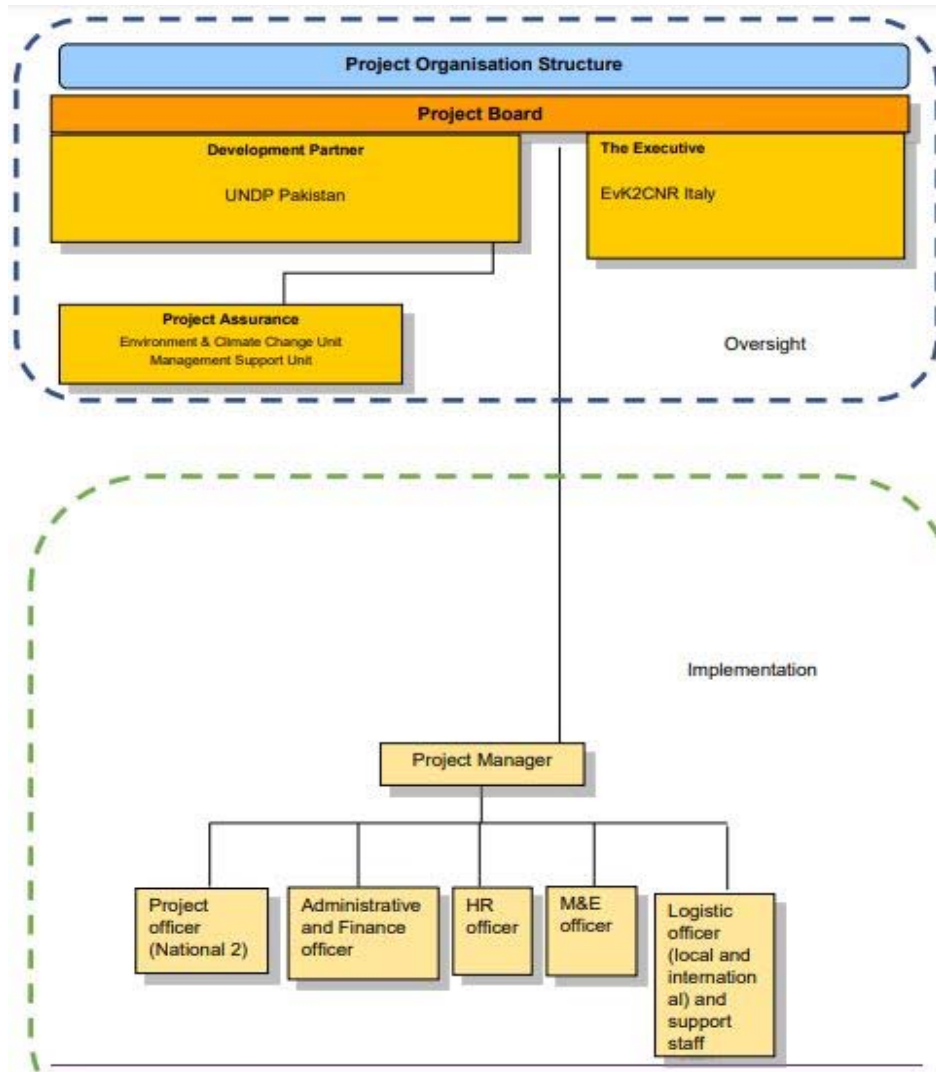
Procurement will be done by Implementing Partner i.e. EvK2CNR Italy

V. Management Arrangements

Explain the roles and responsibilities of the parties involved in managing the project.

Please refer to the [Project Document – Deliverable Description](#) to complete this component of the template.

Use the diagram below for the composition of the Project Board.



Project Assurance: 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 will rest with UNDP Pakistan Environment and Climate change Unit and Management Support Unit (MSU). The assurance function will involve commissioning independent evaluation, 3rd party financial spot check, and 3rd party financial audit as well as regular quality assurance on the result and financial resources reports submitted by the IP to UNDP in accordance with the agreed frequency identified in the project Cooperation Agreement.

VI. Planning, Monitoring and Reporting 2023

The project will follow the following planning, monitoring and reporting cycle during the year. *As necessary, add the target dates for monitoring visits, spot checks, evaluations, and other missions by donors or other stakeholders.*

Planning & Reporting 2023		
Timeline / Target Date	Activity	Primary Responsibility
January 10, 2023	Submit project final draft of Annual Progress Reports 2022 to MSU	MSU/Programme Units/Projects
January 03, 2023	Preparation of HACT Audit for FY2022	MSU/Programme Unit
January 13, 2023	Finalizations of HACT Audit FY2022 Plan	MSU
February 28, 2023	Finalizations of Country Office Assurance Plan FY2023	MSU/ Programme Unit
Project Monitoring Visits	Quarterly	Project Manager
Project Evaluation	Mid Term evaluation 2023	MSU
Project Steering Committee meeting	January 24, 2023	Project Manager
Mid-Year Project Progress Reports	Monday, July 10, 2023	Programme Unit/project Manager
Donor Progress Reports (if any)	Annual Progress Report (as specified in PCA)	Programme Unit/project Manager
Preparation of AWP 2024	November 10, 2023	MSU/ Programme Unit/project Manager
Compilation of Result Oriented Analysis Report (ROAR) 2023	Final Draft ROAR: December 2023	MSU/ Programme Unit/project Manager

VII. Legal Context

This document together with the CPAP signed by the Government and UNDP which is incorporated by reference, constitute together the instrument envisaged and defined in the [Supplemental Provisions](#) to the Project attached hereto and forming an integral part hereof, as "the Project Document"

This project is implemented by EvK2CNR Italy ("Implementing Partner") in accordance with its financial regulation, rules, practices, and procedures only to the extent that they do not contravene the principle of the Financial regulation and Rules of UND. Where the Financial governance of an Implementing Partner does not provide the required guidance to ensure the best value for money, fairness, integrity, transparency, and effective international competition, the financial governance of UNDP shall apply.

ANNEXES

Annex 1: Offline Risk log matrix

#	Description	Date Identified	Type	Impact & Probability	Risk Treatment / Management Measures	Owner	Submitted, updated by	Last Update	Status
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1	Risk 1: Due to concerned departments and partners (Pakistan Meteorological Department, provincial EPA, Planning and Development, Karakorum International University etc) lack in technical and human resource capacities, if project activities are delayed (Both outputs 1 and 2) and not completed till 2023 then it can lead to the project applying for extension	May 2020	Organizational	I = 1 P = 3	International experts (Universities of Cagliari and Milan) shall be engaged who have.. The GB EPA, met department and local university staff will be closely engaged Glaciology Center established at the Karakoram International University. The data collection will be in the season (March-October) and analysis by the experts and knowledge sharing will be in off season (November-February) to effectively utilize the time to process information and avoid delays in implementation.	Maurizio Gallo (EvK2CNR-Italy)	Maurizio Gallo (EvK2CNR-Italy)	Valid till Dec 2023	Ongoing
2	Risk 2: Due to The installation of Early Warning systems and Glaciology bodies might be in the protected	May 2020	Environmental	I = 1 P = 3	SOPs shall be developed according to the management and operational plans of Central Karakorum National Park and other relevant Provincial Authorities for working in environmentally sensitive areas. Every scientific mission to such sensitive areas shall be briefed by concerned PA staff. The government's	Maurizio Gallo (EvK2CNR-Italy)	Maurizio Gallo (EvK2CNR-Italy)	Valid till June 2023	Ongoing

	<p>areas (National Parks)</p> <p>If there is negative impact on local ecosystem and biodiversity in the project area</p> <p>This may lead to delay in implementation of activities under Output 01 (1.1 and 1.2).</p>				related policies and strategies will also be consulted before initiating field activities.				
3	<p>Risk 3: Due to natural disaster (land slides, floods etc.), the project team might not be able to access the areas and will cause delays in implementation of Output 1.</p>	May 2020	Operational	I = 2 P = 3	<p>Meteorological forecasts will be closely monitored before planning field activities. Close liaison with community and government departments will be maintained before proceeding on field trips. In case of floods, landslides and road closures, the alternate routes shall be adopted and local guides from the nearest project sites shall be involved for maintenance and data collection from Automated Weather Stations Moreover, the data from Automated Weather Stations could be downloaded remotely as well.</p>	Maurizio Gallo (EvK2CNR-Italy)	Maurizio Gallo (EvK2CNR-Italy)	Valid till June 2023	Ongoing
4	<p>Risk 4: Due to COVID-19 or any other pandemic.</p> <p>The project Staff might not be able to travel</p>	May 2020	Other (Health)	I = 2 P = 2	<p>Covid vaccination will be mandatory for all the project staff and personnel involved and they will be bound to abide by the SoPs notified by the GB government.</p> <p>Work from home modalities can be adopted by international/national researchers and alternate personnel</p>	Maurizio Gallo (EvK2CNR-Italy)	Maurizio Gallo (EvK2CNR-Italy)	Valid till June 2023	Ongoing

	and access project areas It may result in a delay in completing the project interventions (Output 01)				might be assigned to do field interventions.				
6	Risk 6: Due to bad law and order situation in the project areas The project staff may not be able to access project areas temporarily (1 to 3 months) It may lead to security risks for the project personnel and delays in project interventions (Output 01)	June 2020	Operational	I=1 P=1	Gilgit Baltistan is a peaceful region but the project document will be shared with GB Home Department for their information and consent. Close liaison will be maintained with security personnel in the region and they will be consulted for field activities and movement in the field. Proper formalities for the ex-pats movement e.g. No-Objection Certificates (NOCs) will be fulfilled. Security personnel shall be hired for the protection of project equipment and property.	Maurizio Gallo (EvK2CNR-Italy)	Maurizio Gallo (EvK2CNR-Italy)	Valid till June 2023	Ongoing

7	<p>Risk 7: Due to technical issues in Automated weather Stations,</p> <p>If the Data acquisition from Automated Weather Station is delayed</p> <p>It will lead to issues in future forecasting (based on the data acquired from Automated Weather Stations) related to Glaciers (flash floods and other potential hazards)</p>	Oct 2021	Technical	I=2 P=1	<p>Practical training to the stakeholders on regular system maintenance will be arranged through international experts for concerned staff of EPA- GB/ CKNP The trained staff shall remain in close proximity to the installation sites. Moreover, there will be data downloading options both online and manually, and services of trained guides from the nearest valleys will be employed for this purpose</p> <p>.</p>	Maurizio Gallo (EvK2CNR-Italy)	Maurizio Gallo (EvK2CNR-Italy)	Valid till Dec 2023	Ongoing
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8	<p>Risk 8: Due to delays in acquiring No Object Certificated from the relevant department</p> <p>The project staff might not be able to access project areas in time</p> <p>It may lead to delay in implementation of project activities under output 1 for upto 3 months.</p>	Oct 2021	Legal / Regulatory	I=2 P=1	The process of required permissions shall start well before the implementation of specific project interventions. The site-specific intervention and requirements will be discussed with GB EPA, Parks and Wildlife Department, CKNP Directorate and tourism department so that all requirements could be completed in due time.	Maurizio Gallo (EvK2CNR-Italy)	Maurizio Gallo (EvK2CNR-Italy)	Valid till Dec 2023	Ongoing
9	<p>Risk 9: Given that the project will involve travel to disaster-prone sites, there is a risk that academic institutions and private sector staff are not paid in accordance with national labour laws and international commitments particularly</p>	April 2022	Operational/Labour and Working Conditions	I=3 P=3	<p>EVK2CNR to ensure:</p> <ol style="list-style-type: none"> 1: selection criteria of research projects/research students /vendor is transparent and without gender/ethnicity/religious bias 2. research/survey teams are with proper safety gear/equipment 3. research/survey teams are given training on prevention of sexual exploitation and abuse and harassment 	Maurizio Gallo (EvK2CNR-Italy)	Maurizio Gallo (EvK2CNR-Italy)	Valid till Dec 2023	Ongoing

	research students who are not considered as employees. Also working conditions may not be feasible for these students and private sector staff to travel to the glacial sites. (SES Risk 7)								
10	Risk 10: The IP does not have a clear mechanism for its staff, partners, contractors, beneficiaries to report grievances relating to PSEA/SH	April 2022	Technical	I=3 P=3	<p>1. EvK2CNR will be requested/update its HR manual clearly articulating the process for Sexual exploitation/abuse related grievance redress mechanism at their workplace.</p> <p>2. EvK2CNR to ensure its partners, contractors are aware of their obligations towards ensuring sexual exploitation, abuse, harassment policies, procedures are understood and adhered with for the implementation of UNDP funded activities.</p> <p>3. EvK2CNR will ensure to conduct trainings for its staff, partners, contractors on PSEA/SH.</p> <p>4. EvK2CNR will report to UNDP any PSEA/SH complain it receives from downstream beneficiaries, communities, research students working on UNDP projects</p>	Maurizio Gallo (EvK2CNR-Italy)	Maurizio Gallo (EvK2CNR-Italy)	April 2022	Ongoing

11	<p>Risk 11: It has been noted in the micro assessment report for IP that there is no comprehensive conflict of interest policy in place.</p> <p>In the absence of this policy there is a risk that true value for money from contracts cannot be obtained.</p>	April 2022	Operational	I=2 P=3	1. UNDP will request the IP to ensure that conflict of interest disclaimer has been signed off by all evaluation panel members for all procurement cases.	Maurizio Gallo (EvK2CNR-Italy)	Maurizio Gallo (EvK2CNR-Italy)	December 2022	Ongoing
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