

**PROJECT DOCUMENT****[Türkiye]****Project Title:** Strengthening Seasonal Agricultural Capacities in Rural Areas**Project Number:****Implementing Partner:** Ministry of Agriculture and Forestry**Start Date:** 01/01/2025**End Date:** 31/12/2027**PAC Meeting Date:** 20/12/2024**Brief Description**

Since 2014, Türkiye has been the world's leading host of refugees, currently sheltering nearly 4 million individuals, including 3.2 million Syrians under temporary protection. Despite substantial EU-funded social and financial aid, many refugees remain reliant on informal employment and struggle to meet basic needs. Building on the lessons from previous EU initiatives under the Facility for Refugees in Türkiye (FRiT), the proposed project prioritizes a shift from humanitarian assistance to sustainable livelihoods by enhancing employability, fostering entrepreneurship, and addressing labour market challenges to create formal, long-term job opportunities.

Focusing on rural development, the Project aims to improve sustainable livelihoods and formal employment for both refugees and host communities. Specifically, it targets the employment status, employability, and working conditions of Syrian Men and Women Agricultural Workers (SMAWs) while boosting the business viability of agricultural enterprises and cooperatives/agricultural organizations. Key outputs include registering SMAWs in the Work Permit Exemption System, delivering employability support services, providing business development assistance, and improving SMAWs' working conditions.

**Contributing Outcome (UNSDCF, CPD, RPD):**

Outcome #1.3: By 2025, people under the Law on Foreigners and International Protection are supported towards selfreliance.

**Indicative Output(s) with gender marker: GEN2**

Output 1.1. Displaced populations are equipped with the knowledge and skills to engage in the socioeconomic life of their host community.

Output 1.4. Sustainable job opportunities created for displaced populations and host communities.

**Total resources required:**

**\$14,154,186.21 (€ 13,418,168.52)** USD equivalent is calculated based on Dec-24 UNORE and is subject to change on the date of deposit.


**Total resources allocated:**

<b>UNDP TRAC:</b>	N/A
<b>Donor(EU):</b>	\$14,154,186.21
<b>Government:</b>	N/A
<b>In-Kind:</b>	N/A

**Unfunded:**

N/A

**Agreed by (signatures):**

Government	UNDP	Implementing Partner (MoAF)
 <b>H. İsmail CEMAL DOĞAN</b> Uluslararası Ekonomi Politikaları ve Kuruluşları Genel Müdür Yardımcısı EPOY Name:	 <b>Monica Mepino Dominguez</b> Resident Representative Name:	 <b>Sait ÇELİK</b> 16.03.2025 Name:
Date: 05.05.2025	Date: 27.12.2024	Date:

## **I. DEVELOPMENT CHALLENGE**

Türkiye has been the world's foremost host of refugees since 2014, currently hosting close to 4 million officially registered refugees. This number includes approximately 3.2 million Syrians under temporary protection. As at mid-2023 more than half of the Syrians under Temporary Protection (SuTPs) and International Protection Status Holders and Applicants (IPSHA) in Türkiye benefit from various forms of social and financial aid, with a substantial portion of this assistance being channelled through the EU-funded programmes. Nevertheless, such humanitarian assistance fulfils only a part of their comprehensive needs, as the imperative for accessible, sustainable livelihood opportunities continues to escalate. Of the nearly two million SuTPs/ IPSHA of working age, it is estimated that around 65%, predominantly males, are employed within the informal sector. Conversely, a relatively small percentage has secured work permits. As per the mid-2023 UN Inter-Agency Protection Need Assessment, 91% of SuTPs/ IPSHA respondents were not able to fully cover their monthly expenses despite combining incomes from informal labour, humanitarian aid, and remittances.

In light of these challenges, the urgency to facilitate a transition from reliance on humanitarian programmes to sustainable and decent employment opportunities is paramount. In the previous phases of the EU Facility for Refugees in Türkiye (FRiT 1-2), socio-economic sector projects made important contributions to skills development, entrepreneurship, and economic opportunities. These initiatives were crucial in promoting the self-sufficiency of SuTPs/ IPSHA in Türkiye and Turkish citizens, aiming for socio-economic independence. The projects were designed to facilitate easier access to the job market for these groups, both as employees and entrepreneurs. The evaluations of the program previously identified a need for a more balanced approach that includes both supply-side and demand-side interventions. Initially, the focus was primarily on supply-side measures like short-term vocational training courses, which did not fully address the creation of sustainable job opportunities for the target groups. However, recent efforts under the socio-economic portfolios of FRiT have significantly shifted this approach. Under FRiT II, there has been a prioritized focus on transitioning from basic needs to self-reliance, emphasizing the importance of creating sustainable livelihoods. This shift has included substantial investment in the demand side of the labour market, aiming to create sustainable job opportunities and streamline bureaucratic processes to better support the formalization of employment in the Turkish labour market. The updated framework now reflects a more comprehensive understanding of the socio-political context and the specific challenges faced, ensuring a more holistic and effective approach to employability and socio-economic integration.

Based on these considerations, the proposed project takes into account the programmatic strategies for refugees and host communities in Türkiye, as outlined in the Facility for Refugees in Türkiye (FRiT) theory of change released in February 2022 and in the "Commission Implementing Decision of 20.12.2023 on the financing of the individual measure in favour of socio-economic development support and infrastructure services for refugees and host communities in Türkiye following the February 2023 earthquakes". Parallel with the FRiT's result chain in the livelihoods priority area, contributing at various levels to achieve the long-term outcomes are envisioned. The facility aims at improved income-generation opportunities for refugees and host communities in high-refugee concentration provinces as its long-term objective which is to be achieved through increased level of employability of, and enterprise start-up and expansion by refugees and host community members in high-refugee concentration provinces, as well as increased effectiveness of Türkiye in delivering employment support services to refugees in the provinces in question.

The 'Action Document for socio-economic development support and infrastructure services for refugees and host communities in Türkiye following the February 2023 earthquakes' dated 20 December 2023 which forms the basis for the proposed project at hand, acknowledges that while cash-based assistance programs like the ESSN are crucial for addressing immediate needs, they might also unintentionally hinder the progression toward sustainable livelihood and employment opportunities. Coupled with the challenges in fully addressing the demand side of the labour market, these factors intensify the difficulties faced by employment support programs. Thus, it becomes essential to develop approaches that comprehensively enhance sustainable livelihoods and employment opportunities, addressing these challenges in a more integrated and effective manner. The EU's commitment in the same document also highlights a dedicated strategy to alleviate both the immediate and long-term impacts of the disaster to foster socio-economic advancement, rejuvenate infrastructure for both refugees and the host community, and enhance resilience. The proposed project would also address certain measures to accelerate the recovery process, strengthen community resilience, and facilitate the integration of affected individuals, with a focus on delivering tailored assistance to the hardest-hit regions.

The proposed project acknowledges the systemic limitations inherent in the current context and is designed to either circumvent or minimize these challenges. With a focus on the demand side of the labour market, a traditional area of activity for UNDP, the project aims to implement programs that are driven by demand and support expansions in this area across its activities. Developing a project framework that not only achieves this objective but also prioritizes vulnerable groups as its main beneficiaries was a complex task. However, this challenge was effectively addressed through multi-staged consultative processes involving all stakeholder institutions, incorporating their valuable insights and lessons learned from previous initiatives. This collaborative approach has been instrumental in shaping a project that is both responsive and inclusive in its scope and execution.

The project also places a significant emphasis on the agriculture and husbandry sector, aiming to enhance employment opportunities for target groups while also aligning with national and regional objectives. These objectives include rural development and the establishment of sustainable and resilient food systems. The project's goals are in harmony with Türkiye's goals for rural development, consistent with the European Commission's agreements, such as the Instrument for Pre-Accession Assistance for Rural Development (IPARD III Programme 2021-2027) of the Republic of Türkiye. The proposed project will contribute to the objectives of the Programme in relation to "... improving the efficiency and sustainability of on-farm production, which will provide a better response to societal demands for safe, nutritious and sustainable food and animal welfare; facilitate business development, growth and employment in rural areas, improve farmers' position within the value chain and attract young farmers into agriculture; to contribute to climate change mitigation and adaptation..."

The Project aligns with the principles of the European Pillars of Social Rights which highlights a decent work framework including international labour standards. Further on, the Project notably contributes to the advancement of the Decent Work agenda more recently reaffirmed by the EU Commission through its Communication on Decent Work Worldwide for a Global Just Transition and a Sustainable Recovery. The Document notes that "people working in labour-intensive sectors such as agriculture, fisheries, and textiles are particularly affected" by "health- and life-threatening workplaces and suffer from in-work poverty, excessive working hours, discrimination, harassment, and violence, including gender-based violence, without the freedom to associate".

To address these challenges, the project will implement a key intervention:

**Supporting Agricultural Sector:** Acknowledging the agricultural sector's potential as a major employer, the project plans to extend considerable support to, in addition to (potential) workers, businesses, and producers within this sector. The assistance is multifaceted, encompassing training, incentives, rehabilitation of work zones, and technical support. Training initiatives will focus on modern agricultural practices, sustainability, and efficiency improvements, thereby enhancing the overall productivity of the sector. Financial assistance and technical aid are tailored to empower small and medium agricultural enterprises, enabling them to expand, hire more workers, and improve working and living conditions. Additionally, the rehabilitation of work zones will focus on improving the physical working environment, making it safer and more conducive to productivity. Through these interventions, the project aspires to create a more robust, sustainable, and employee-friendly agricultural sector, which can absorb a significant number of workers, thereby contributing to the broader socio-economic development goals of Türkiye.

Through these interventions, the project aims to reduce informal employment, improve working and living conditions, and enhance the economic resilience and independence of the targeted groups in Türkiye. It is assumed that the training and support provided will be adequate for beneficiaries to secure and retain meaningful employment. The current state of the Turkish economy is expected to either remain stable or improve, facilitating job creation and enterprise success. The official policies regarding the integration of SuTPs/IPSHA to the local labour market are expected not to deteriorate, despite the recent discussions and policies promoted for safe return by PMM. Additionally, the social acceptance of the target groups, especially refugees, is presumed to remain stable, ensuring willingness from employers in certain sectors like textile or retail sectors to hire them.

Building on these foundational goals, the project strategically aims to navigate and mitigate the complexities that often act as barriers to formal employment. Recognizing that certain factors, such as the potential loss of social assistance benefits, can disincentivize individuals from seeking formal employment, this multifaceted intervention is designed to create an environment where the transition to formal work is a seamless and less daunting shift for beneficiaries, as well as the employers.

## II. STRATEGY

Overall, the project responds directly to the current socio-economic challenges in Türkiye, offering a comprehensive approach to recovery and sustainable development. By focusing on skill development in agriculture and husbandry, and aligning with national recovery plans, the project aims to make a significant impact on the lives of refugees and host communities in the targeted regions. This holistic approach ensures the Project's relevance to key strategic objectives and its potential for impactful contributions in these crucial sectors.

The project will be primarily implemented through a responsible party agreement by UNDP and the Turkish Red Crescent (TRC), capitalizing on TRC's extensive field presence and recent experience in labour integration within the agriculture and husbandry sector. The activities under this project will be executed with specific methodological aspects pertinent to each area of intervention in mind. The joint development of strategies and tools by UNDP and TRC in coordination with the MoAF will be a cornerstone of this process, ensuring an approach that is both comprehensive and targeted. The methodologies employed will leverage TRC's on-the-ground insights and capabilities, ensuring interventions are contextually relevant and effectively address the nuances of the agriculture and husbandry sector.

The first step involves the identification and registration of 33,000 Seasonal Migratory Agricultural Workers (SMAWs) into the Work Permit Exemption System. This process will be conducted by TRC in coordination with the Ministry of Labour and Social Security (MoLSS) and the Ministry of Agriculture and Forestry (MoAF). The approach ensures legal employment in agriculture by registering undocumented workers after conducting thorough field visits. A comprehensive labour market assessment will be undertaken to discern the needs, opportunities, and employability pathways within the agricultural sector. This assessment will be a collaborative effort between TRC and UNDP, in coordination with MoAF. It will involve data collection through consultations with universities, chambers, and NGOs, followed by analysis and compilation of province-specific reports. To understand the skills and interests of current and potential farming sector workers, a baseline assessment will be conducted. This assessment will involve administering questionnaires and holding meetings with workers, with the findings forming the basis for developing tailored training programs. Following the assessments, 6,090 beneficiaries will be profiled through TRC's database for new employment opportunities in labour-absorptive sub-sectors. To support the integration of new professionals into the labour market in the agriculture and husbandry sector, capacity-building activities will be conducted by TRC in collaboration with MoAF, both among the beneficiaries participating in the training and through direct referrals to employment. Accordingly, vocational trainings will be provided to a total of 3,150 beneficiaries in the field of agriculture and husbandry through the collaboration of TRC and MoAF, and at least 50% of those who complete these trainings will be placed in employment at workplaces where collaboration has been established regarding vocational training. Job placement will have 3 preparatory steps: i-Employment Commitments: Before the vocational trainings are launched, employer visits will be conducted to both identify the training modules based on actual needs and to ensure an employment guarantee for at least 50% of the training participants (beneficiaries). Subsequently, trainings will be organized for up to twice the number of individuals for whom employment guarantees have been ensured in the identified occupations ii-Identification of Vocational Training Providers: Agreements will be made with institutions or organizations capable of providing vocational training in the sector for which employment guarantees have been obtained. The vocational trainings are planned to be organized with the support of the Ministry of Agriculture and Forestry. iii-Employment: After the vocational trainings are completed, beneficiaries who have successfully completed the trainings will be referred to employers who have provided employment guarantees, and the employment processes will be monitored. Employers who employ beneficiaries after the trainings will be eligible for incentive support proportional to the number of beneficiaries they employ. These trainings will be linked with employment commitments from employers, and trainees will be selected based on qualifications, motivation, and attendance. In addition, incentive supports will be provided to at least 315 employers who collaborate based on the number of beneficiaries they hire among vocational trainings participants. Furthermore, Soft Skills Development trainings will be organized for a total of 6,090 beneficiaries, including both those participating in vocational trainings and other project beneficiaries, to raise awareness and provide guidance for adaptation to the workplace. As a result of all these activities, at least a total of 4,515 beneficiaries will be placed in the labour market.

The activities planned within the scope of the project aim to facilitate individuals' transition into the labour market in Türkiye by registering and adapting to social life. Since individuals entering the workforce will spend time with the host community (managers, coworkers, customers, etc.) throughout their working lives, employment, which is the primary output of the project, is the strongest social cohesion component of the project. Additionally,

capacity development activities (such as education, seminars, consultancy, etc.) to be organized for individuals' transition into the labour market are designed to contribute to their social cohesion. Hence, all education and seminar sessions will be provided in mixed groups, and the 'Soft Skill' training modules to be organized within the project are created with content entirely focused on the working life (laws, regulations, labour and employee rights, job searching methods in Türkiye, etc.) and explaining the working culture in Türkiye. In addition to all of these, as a supportive intervention, various seminars/information sessions will be organized with modules including "Conflict Resolution and Mediation", "Respect for Differences", "Communication", "What Did You Feel?", "Teamwork", and "The Social Responsibilities" developed by TRC, aiming to strengthen social cohesion and awareness of living together.

An agricultural organization/cooperative support program will be implemented to support agricultural organization in the agriculture and husbandry sector through mentoring and micro-grant support. During the project lifecycle, needs/current situation analysis will be conducted for 42 competitively and transparently selected agricultural organization based on received applications, and training sessions covering business development, current situation/product analysis, product development, and marketing will be provided. Additionally, cash or in-kind support will be provided to enable them to acquire necessary equipment according to their business plans. Following this support, both the capacity of the agricultural organization will be strengthened, and new members will be included among the project beneficiaries for positions needed by the strengthened agricultural organization according to their capacities.

A needs assessment will be conducted for the METIP Zones (seasonal agriculture settlements) aiming to determine the requirements for rehabilitating these zones with improved temporary shelter solutions, health and safety materials, equipment, hygiene kits, and a supportive social superstructure, including child-friendly spaces and safe areas tailored for women, girls, and children. The results of this need assessment will be evaluated, leading to the implementation of necessary interventions and improvements that align with the opportunities presented by the project. The scope of rehabilitation efforts across these zones and the number of zones to be rehabilitated will be decided based on the insights gained from the needs assessment. After the rehabilitation work is completed, an assessment will be carried out to evaluate the outcomes, and a document detailing the rehabilitation model will be developed, encapsulating the learnings and successes of these efforts. The responsible units for the sustainability of the METIP zones are elaborated in Presidential Circular No. 2024/5.

Regular monitoring visits and evaluations of the activities under the project will be conducted by UNDP to facilitate implementation. 4 field visits to each pilot province every year are planned to be realised with the participation of 8 PT members and with the duration of 3 days.

#### **Selection of Pilot Provinces**

The pilot provinces for the project were selected through a meticulous process, considering a multitude of factors to ensure the project's effectiveness and relevance. The Project, aimed at rural development and employment support in the farming sector, is planned to be implemented in Adana, Bursa, İzmir, Mersin, Şanlıurfa, Konya, and Hatay. The final selection of pilot provinces will be refined during the inception period of the Project. The goal is to finalize 7 provinces for the project, ensuring that the total number of pilot provinces does not exceed 10. This approach is designed to provide a focused and effective implementation in the most suitable regions with a view to the best value for money in terms of organizational costs as well.

The selection process for the project involved a thorough analysis of sectoral and training needs, based on feedback received from the provinces by the Ministry of Agriculture and Forestry (MoAF). This analysis was complemented by an assessment of existing field capacities provided by the Turkish Red Crescent (TRC). By incorporating these critical insights, the project ensures that the selected provinces are well-suited to benefit from and support the planned interventions, thereby maximizing the effectiveness and value for money of the project activities.

The selection criteria were comprehensive, including preliminary analysis of the target group population and profile in each province to ensure the interventions meet their specific needs, provincial production values, number of available job places, presence of active private sector entities, and local labour market needs aiming to align the project with existing economic opportunities. The capacity for local implementation was also evaluated to guarantee that the chosen provinces could support and sustain the project activities effectively. The impact of the February 2023 earthquakes was another factor, especially in selecting regions where the project could

contribute to recovery and resilience. The social dynamics and history of previous project activities, such as those under FRIT 1 and 2, were also factored into the decision-making process.

The selection of pilot provinces was a collaborative effort involving UNDP, DGILF, and TRC.

Province	SuTP pop.	SuTP/Total pop.	2023 open vacancies	SuTPs/Open vacancies
Istanbul	529,403	3.2%	650,026	1.23
Gaziantep	426,051	16.7%	62,932	0.15
Şanlıurfa	300,057	12.6%	15,601	0.05
Hatay	282,976	14.9%	11,622	0.04
Adana	233,785	9.5%	67,636	0.29
Mersin	223,158	10.9%	58,411	0.26
Bursa	170,136	5.1%	134,759	0.79
İzmir	123,952	2.9%	144,163	1.16
Konya	119,664	5.0%	67,013	0.56
Kahramanmaraş	89,633	7.1%	21,217	0.24
Ankara	88,835	1.6%	190,517	2.14
Kayseri	81,740	1.2%	51,850	0.63
Mardin	78,275	8.8%	3,906	0.05
Kilis	71,567	34.0%	2,076	0.03
Kocaeli	52,591	2.5%	128,647	2.45
Sakarya	14,983	0.1%	55,355	3.69

### Gender Mainstreaming

In alignment with the [EU Gender Equality Strategy \(2020-2025\)](#) (particularly towards “closing gender gaps in the labour market” under priority 2 “thriving in a gender-equal economy”) and [UNDP’s Gender Equality Strategy for 2022-2025](#) (specifically with the priority for gender equal and sustainable economies), the Project is dedicated to promoting gender equality and the empowerment of women within its framework. This commitment aligns with SDG 5 - Gender Equality and with the strategic objectives of the 12th National Development Plan (NDP), which emphasizes the empowerment of women in employment and labour markets within the framework of a strong approach towards equal opportunities for men and women.

In the newly announced Women’s Empowerment Strategy Document and Action Plan (2024-28), Activity 2.1 outlines the priority of enhancing women’s participation in on-the-job training programs to facilitate their access to decent employment opportunities: “Efforts will be made to ensure that women, especially NEET young women, benefit more from vocational training courses, on-the-job training programs, and counselling activities aimed at acquiring skills tailored to the evolving needs of the labour market, thereby enhancing their access to dignified job opportunities.”

Key strategies for gender mainstreaming will include equitable participation and leadership, gender balance in managing bodies, decision-making positions, and activities. This includes ensuring that women have equal opportunities to participate in training programs, employment support initiatives, and business development activities. Activities and programs will be designed to address the specific needs of women, particularly those who require specific policies. This involves creating safe and inclusive training environments and providing resources that are tailored to the unique challenges faced by women in the labour market. Participatory assessment exercises to be organized with women will help capture their expectations and preferences on the scope and delivery methods of the employment support programmes and serve as the main mechanism to identify and incorporate the needs and demands of women and increase their representation in the activities.

The project will ensure the collection and analysis of gender-focused and gender-disaggregated data. This data will inform the project’s approach and ensure that interventions are effectively addressing gender disparities. The project will include specific measures to raise awareness among beneficiaries and stakeholders about the

importance of gender equality in the labour market. This will involve activities focused on understanding and addressing gender-based challenges.

Through these strategies, the Project aims to contribute significantly to the advancement of gender equality, ensuring that both women and men benefit equally from the project's initiatives and opportunities.

To mitigate barriers faced by women, the project will set targets for women's engagement across all support programs, integrate gender-specific needs into program design, conduct gender-responsive participatory assessments, data collection and analysis, and provide capacity-building trainings to partners and stakeholders. Through these measures, the project aims to significantly advance gender equality and ensure equal opportunities for both women and men.

### **Equal Opportunities**

The Project's attention to the advancement of decent work agenda, as laid out by the International Labour Organization, promotes the rights of the refugees and of the members of the host communities. This is integral to reducing inequalities among the target group affected by a number of vulnerabilities in a sustainable way.

Under the Project's awareness-raising activities, including training activities for workers, outreach to employers, and joint monitoring visits to the workplaces, information on concepts such as decent work and international labour standards will be provided through the ILO frameworks, UN Guiding Principles on Business and Human Rights as well as European Pillars of Social Rights, EU Commission's Communication on Decent Work Worldwide and Corporate Sustainability Due Diligence Directive.

Through inter-active workshops and informative materials/platforms, workers will be empowered in raising their knowledge on the rights, remedy routes, administrative procedures including obtaining of work permits and new regulations in the field in accordance with the needs of the right holders.

The principles of transparency, inclusiveness, and non-discrimination will be applied across all activities and at every stage of the Project's implementation. While designing the training modules and materials the needs of people with disabilities including those who are visually impaired and hearing-impaired will be included. In some of the trainings, sign language services will be provided.

### **Sustainable Development Goals (SDGs), Leaving no One behind and Other Global and Regional Frameworks**

Although not strictly a humanitarian programme given its medium-term approach, the programme will maintain strong adherence of the nine quality criteria of core humanitarian standards, as an appropriate, relevant, timely, and effective intervention to one of the main challenges hampering the social inclusion of the furthest behind refugee community members and other vulnerable groups. UNDP will ensure a rights-based approach in the programming and facilitate implementation by partners for effective inclusiveness, responsiveness and accountability, with a special focus on the furthest behind people and places.

The Project's actions are also aligned with the 2030 Agenda for Sustainable Development, contributing significantly to several Sustainable Development Goals (SDGs). These include, ensuring inclusive and quality education (SDG 4), promoting gender equality (SDG 5), fostering sustainable economic growth and decent work (SDG 8).

Moreover, it supports two key objectives of the Global Compact on Refugees: alleviating the burdens on host nations and empowering refugee self-sufficiency.

Regionally, the Regional Refugee and Resilience Plan (3RP) Regional Strategic Overview 2023 and, more specifically, the Turkey Country Chapter serve as the guiding framework for initiatives supporting the Turkish refugee response from the donor side. Among 3RP's strategic objectives is the expansion of livelihood and job opportunities for Syrians under temporary protection and host community members, which directly aligns with the objectives of the Project at hand.

### **Environment and Climate Change**

Seasonal agricultural workers are integral to the global agricultural sector, often undertaking the critical tasks of planting, maintaining, and harvesting crops. However, their work exposes them to numerous environmental and health hazards, chief among them being prolonged exposure to pesticides and other hazardous chemicals. Studies, highlight the acute and chronic health risks faced by these workers, ranging from immediate poisoning to long-term effects such as cancers and neurological disorders. The precarious nature of their employment often means less access to protective measures or health services, exacerbating the risks associated with pesticide exposure.

There is also another dimension of pesticides and agricultural workers. The regulation related to chemicals/pesticides management are mostly in alignment with EU *acquis* in Türkiye. Implementation and enforcement of this legislative framework could further be strengthened. Pesticides are alike rescripted medicines that needs to be used as per the instructions. If the education levels of agricultural workers are poor, they tend to disregard these instructions and implement malfunctioned pesticides use patterns like using more frequent pesticides than the instructed doses. This would in return be a question for the food security and public health ultimately. So, it is very important that farm owners and agriculture workers know about chemicals labelling, reading instructions, protecting themselves from the exposure, ecological impacts of pesticides management. This way, local practices will also support the legislative framework leading to local implementation of regulations will also be stronger in the field.

The poor condition of agricultural plastic covers of greenhouses, and inadequate management practices of these plastics covers result in their degradation on the soil and contribute significantly to environmental pollution through yielding microplastics in agricultural soils, a concern that is gaining attention in the scientific community, which points to the alarming rate at which microplastics are being found in soil ecosystems, highlighting the long-term implications for soil health, crop productivity, and broader ecological balances. The degradation of these plastics not only affects soil quality but also poses risks to food safety and public health, underlining the urgent need for comprehensive strategies to manage agricultural waste and mitigate its impacts on both human health and the environment.

Moreover, the environmental impact of agricultural practices extends beyond the immediate health risks to workers. The improper disposal of agricultural products packaging led to the improper handling and storage of pesticides packages on the agricultural sites – ultimately leading to pollution and contaminated sites in the vicinity of agricultural lands.

UNDP will use its extensive experience and global network for innovative and ecologically- friendly solutions to temporary shelter and water- sanitation infrastructure in those fields taking into consideration temporariness and high mobility that may raise some security and sustainability concerns (such as vandalization, thief, environmental pollution caused by plastics). Through its past and upcoming projects (such as the new PRM funded waste management and social cohesion project), UNDP will also ensure complementarity among different interventions and will use the lessons learnt / good practices from those interventions.

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### III. RESULTS AND PARTNERSHIPS

#### *Expected Results*

The primary aim of the Project is to improve sustainable livelihood and formal employment for refugees and host communities in Türkiye.

Specific objective is set to achieve this overarching goal:

**Support for Rural Development:** Improved employment status, employability, and working conditions for SMAWs in selected areas, and improved business viability capacity for businesses and cooperatives/agricultural organizations. Following key outputs are determined in pursuit of these objectives:

Output 1.1: SMAWs are registered in the Work Permit Exemption System.

Output 1.2: Employability capacity development and support services are provided to SMAWs working in agriculture.

Output 1.3: Business development support is provided to businesses and agricultural organizations.

Output 1.4: Working conditions of SMAWs are improved.

#### **Component 0 – Inception**

During the 4-month Inception Phase, the following preparatory activities will be realized:

**Act. 0.1. Establishment of the project implementation team and the project office:** Assembling a dedicated team and setting up a central office to coordinate and manage all project activities effectively.

**Act. 0.2. Kick-off meeting:** An initial gathering of key project stakeholders and team members to discuss the project's objectives, expectations, roles, and the roadmap ahead.

**Act. 0.3. Launch event:** A formal event to publicly announce the commencement of the project, aimed at raising awareness and garnering support from relevant communities and stakeholders. Subject to sensitivities at the time, the event is planned to be a high-profile launch with the participation of national and international stakeholders and partners, representatives from the line ministries, and the private sector.

**Act. 0.4. Inception report submission:** The submission of an initial report detailing the project's framework, planned activities, expected outcomes, and preliminary assessments conducted at the project's onset in line with contractual obligations.

#### **Rural development and employment support in agriculture and husbandry sector:**

The Project also sets its sights on the vast potential of the rural landscape of Türkiye. A significant portion of this project is dedicated to the upliftment and diversification of agriculture and husbandry activities, thereby creating sustainable employment channels for both Turkish citizens and the SuTPs/IPSHA. UNDP and the Ministry of Agriculture and Forestry will cooperate with TRC for the provision of certain services at the local level.

The Project will initiate the identification and registration of 33,000 Seasonal Migratory Agricultural Workers, ensuring they are integrated into the Work Permit Exemption System by TRC in coordination with MoLSS and MoAF.

Recognizing the dynamic nature of the labour market in agriculture and husbandry, a comprehensive assessment will be undertaken by TRC and UNDP, in coordination with MoAF, to discern labour market needs, identify opportunities, and chart out pathways for employability, focusing on eco-friendly and efficient agricultural/husbandry practices. Subsequent trainings based on the findings form the backbone of the project. A baseline assessment will provide insights into skills and interests among potential agriculture and husbandry sector workers and tailored training programs delivered by the TRC, in cooperation with Provincial Directorates of the Ministry of Agriculture and Forestry, vocational trainings, will be rolled out to a target of 3,150 beneficiaries who will be referred to employment opportunities following the completion of the trainings. In addition, Soft Skill Development trainings will be provided to a total of 6,090 beneficiaries, including vocational training participants and other project beneficiaries. The total number of beneficiaries who are placed in employment through the activity is planned as 4,515.

To further bolster the sector, a cooperatives/agricultural organization support initiative is set to be launched. This will offer mentoring, micro-grants, and in-kind support to agricultural organizations in the farming domain. Living and working conditions will also be enhanced through improved shelter solutions, sanitation, and other critical amenities. Such interventions are envisioned not just as temporary solutions but as important steps towards long-term resilience and decent employment conditions, adopting an approach covering the needs of the most vulnerable members (such as children of the agricultural workers) of the target groups.

TRC will be the responsible party supporting UNDP for the implementation of the Project. TRC is responsible for the operational planning on the ground and monitoring the activities within the scope and conditions of the agreement to be signed between TRC and UNDP. TRC will directly report to UNDP in such areas of project management and in line with the requirements of the EU-UNDP Contract. TRC is expected to utilize its extensive in-country assets and human resources, as well as government and civil society relations for effective and efficient implementation of activities across all sectors.

The outputs are planned to be delivered through the specific activities below:

**Act. 1.1. Identification and registration of SuTPs/IPSHA Seasonal Migratory Agricultural Workers (SMAWs) in the Work Permit Exemption System and provision of their work permit exemption documents:** Identification and registration in the Work Permit Exemption System of 33,000 SuTPs/IPSHA Seasonal Migratory Agricultural Workers (SMAWs) and provision of work permit exemption documents. Through a Protocol with İŞKUR, TRC project staff will be authorized to register eligible beneficiaries into the Work Permit Exemption System. The process involves visits to seasonal agricultural areas to interview undocumented workers and subsequently register them, enabling their legal employment in agriculture.

**Act. 1.2. Labour market assessments:** Labour market assessment to validate the most successful pathways for employability through a consultative assessment of the labour market needs and constraints and identification of key labor-absorptive areas and products for quality, efficient, and eco-friendly agriculture and husbandry production in the 7 pilot provinces. A new Labour Market Assessment tool will be developed, integrating literature review and previous data. Consultations will be held with MoAF, universities, chambers, and NGOs to gather data, which will be analysed and compiled into province-specific reports to guide project activities.

Furthermore, baseline assessment of skills and interests among current and potential agriculture and husbandry sector workers, identification of skills development opportunities, and development of training pathways in collaboration with relevant actors in the pilot provinces. The Baseline Assessments will involve questionnaires and meetings with current and potential agriculture and husbandry workers, analysis of gathered data, and province-based reports to inform project activities focused on skills development.

**Act. 1.3. Sector-driven selection of beneficiaries for new employment in labour-absorptive sub-sectors across rural areas:** Post-assessment selection of beneficiaries for new employment opportunities in labour-absorptive sub-sectors. Following labour market and baseline assessment reports, TRC will profile 6,090 applicants through questionnaires in the TRC's database.

**Act. 1.4. Vocational, soft skills trainings and referral to decent employment opportunities for beneficiaries (6,090 total, at least 3,045 SuTPs/IPSHA):** To support the integration of new professionals into the labour market in the agriculture and husbandry sector, capacity-building activities will be conducted by TRC in collaboration with MOAF, both among the beneficiaries participating in the training and through direct referrals to employment. Accordingly, vocational trainings will be provided to a total of 3,150 beneficiaries in the field of agriculture and husbandry through the collaboration of TRC and MOAF, and at least 50% of those who complete these trainings will be placed in employment at workplaces where collaboration has been established in the scope of the vocational trainings. In addition, incentive supports will be provided to at least 315 employers who collaborate based on the number of beneficiaries they hire among vocational trainings participants. Furthermore, Soft Skills Development trainings covering 'Agricultural Sector in Türkiye', 'Employment Law and Social Rights in Türkiye', 'Job Search Process in Türkiye' and 'Lifelong Learning' will be organized for a total of 6,090 beneficiaries, including both those participating in vocational trainings and other project beneficiaries, to raise awareness and provide guidance for adaptation to the workplace. As a result of all these activities, a total of 4,515 beneficiaries will be placed at product and harvesting-based agricultural jobs. A total of 6,090 unique beneficiaries will be supported through this activity.

**Act. 1.5. Development and implementation of cooperative/agricultural organization support programme including mentoring, micro-grants and/or in-kind support for agricultural organizations:** A cooperative/agricultural organization support program will be implemented to support cooperatives in the agriculture and husbandry sector through mentoring and micro-grant support. During the project lifecycle, needs/current situation analysis will be conducted for 42 selected agricultural organizations based on received applications, and training sessions covering business development, current situation/product analysis, product development, and marketing will be provided. Additionally, cash or in-kind support will be provided to enable them to acquire necessary equipment according to their business plans. The supports are expected to enhance the technical and physical capacities of the selected agricultural organizations, potentially triggering business growth. This growth may lead to increased employment within the agricultural organizations, allowing project beneficiaries to be referred to these expanding agricultural organizations, thereby creating a virtuous cycle. Potential employment of project beneficiaries by the agricultural organizations will be considered as a factor in the design of the activity.

**Act 1.6. Improvement and evaluation of selected seasonal agricultural settlements and needs assessment, and development of models:** Identification of and needs assessment for selected seasonal agriculture settlements and their rehabilitation with improved temporary shelter solutions, health and safety material, equipment and hygiene kits and social superstructure (child-friendly safe spaces for women, girls and children), and the subsequent assessment and model development. Needs assessments will be conducted in project implementation provinces to improve living conditions, followed by interventions in shelter, sanitation, health and safety, and social superstructure. UNDP will cooperate with the Ministry of Labour and Social Security, DG Labour for the implementation of this activity.

**Act 1.7. Institutional support for implementation:** Operational support to TRC (provincial branches responsible for project implementation and coordination, monitoring and evaluation, data management and analytics, and communication activities. UNDP and TRC will also cooperate with the provincial branches and training institutions associated with MoAF for the mobilization of trainees and utilization of the training curricula in certain sub-sectors.

**Project Closure:** The project closure event will mark the conclusion of the project and showcase its achievements and impact. It will serve as a platform for acknowledging the contributions of partners, stakeholders, and participants, including representatives from line ministries and the private sector. The event, while reflecting on the project's successes and lessons learned, will also be attuned to prevailing sensitivities, aiming for a high-profile meeting that underscores the collaborative efforts of the stakeholders involved.

**Target groups and final beneficiaries:**

- SuTPs, IPSHA and Turkish Citizens: These are the identified main target groups of the project as they face challenges in securing stable employment due to factors such as language barriers, lack of knowledge and qualifications, and limited understanding of the Turkish labour market. This holistic approach aims to enhance their employability and facilitate their integration into the labour market.
- Businesses and cooperatives/agricultural organizations in the agriculture and husbandry sector: These entities commonly confront challenges like outdated farming techniques, lack of access to modern technology, and limited market knowledge. The project will provide vocational training, technical assistance, and financial support to modernize and diversify their operations, increase productivity and sustainability, and improve market access.
- Government institutions involved in policy making and providing socio-economic inclusion services in terms of capacity development/adaptation; Ministry of Labour and Social Security (MoLSS)-Directorate General of International Labour Force (DGILF), Ministry of Agriculture and Forestry (MoAF): These institutions play a crucial role in implementing socio-economic inclusion strategies. However, they may face constraints in terms of capacity and resource availability. The project will support these institutions in capacity development and adaptation, enhancing their effectiveness in delivering services and coordinating various aspects of the project.
- The coordination role of the Presidency for Migration Management (PMM) is crucial for ensuring alignment between the Project and Turkey's national refugee response and migration policies, especially considering challenges such as limited local capacities and the necessity for harmonization with existing governmental mechanisms.

**Resources Required to Achieve the Expected Results**

The project will be financed by the European Union (\$14,154,186.21). The technical cooperation model applied by the UNDP in collaboration with the local implementing partners will be maintained in the implementation of the current project (i.e. National Implementing Model with full Country Office support).

In this regard, through Preparedness, Response and Resilience Program, UNDP will provide contribution both in programmatic areas and project implementation areas (operation) in the light of the experiences gained through projects already implemented/being implemented by UNDP through the following items in accordance with its corporate competencies and operation model:

- i.Provision of qualified individual and/or corporate expertise support, access to national and international knowledge and cooperation networks
- ii.Transferring field level implementation experience into the project gained in other countries where UNDP operates,
- iii.Using the analysis and planning tools developed/supported by UNDP within local/regional development areas in planning, implementation, and monitoring of project activities,
- iv.Synergy with Inclusive and Sustainable Growth Portfolio.

- v. Human resources management, financial management, procurement, monitoring, and evaluation etc. and provision of services and procurement of goods provided in UNDP's corporate operation model, and
- vi. Fund raising for the next phases of the project.

By its mandate, UNDP does not provide direct financial resources for the projects. Among others, UNDP's main corporate competency areas rather include provision of synergies and cooperation among projects, enabling and facilitating access to financial resources/schemes for qualified project ideas and management of fund-raising processes. In this sense, the project will benefit from the lessons learned and key project outputs derived from different completed and/or on-going projects of UNDP.

Required human resources for the project is determined as a Project team consisting of Project Manager, Project Associate, Project Assistant, Field Coordinators, including local short-term consultants, technical Advisor. In addition, TRC's broad field personnel capacity is determined to be needed during the Project. Moreover, support services provided by operations and program staff are required within the scope of the Project.

### ***Partnerships***

The main stakeholders in addition to the implementing partner, DGILF and MoLSS are private sector companies, chambers, NGOs, universities, local governorates/municipalities, associations/foundations capable of provide vocational trainings in Project provinces.

### ***Risks and Assumptions***

The main assumptions for the success of the overall Action and its implementation are:

- The political and security situation in Türkiye remains stable, ensuring uninterrupted implementation of the project activities
- The regulatory framework for work permit exemptions remains supportive, allowing smooth issuance of work permit exemption certificates for migrant workers.
- Private sector in pilot provinces has the capacity and willingness to absorb new employees.
- Support provided leads to sustainable business practices and employment creation.
- Systematic and effective identification and registration process for SMAWs.
- Training programs are relevant and effective in leading to employment.
- Training and consultancy services are aligned with market needs.
- Interventions effectively improve working conditions and quality of life for SMAWs.

Identified risks and mitigation measures for smooth implementation of the project are listed in Annex- "Project Risk Register".

### ***Stakeholder Engagement***

Please see detailed table annex for details. The main stakeholders in the project are the Ministry of Agriculture and Forestry, Turkish Red Crescent (TRC), the Ministry of Labor and Social Security (MoLSS) Directorate General of International Labor Force (DGILF) along with a broad range of local, regional, and national stakeholders. The Turkish Red Crescent has a leading role with its broad field capacity in the Project provinces in coordination with the Ministry of Agriculture and Forestry. The MoAF will be the main implementing partner and beneficiary of the Project. It is also expected that, TRC will mobilize its human resources and facilities at the provincial and district levels in selected pilot provinces for the successful implementation of the Project. The Responsible Party Agreement will be signed between TRC and UNDP.

TRC and UNDP will contribute to the initiating of the Project and further carrying out all activities in line with the Project work plan, following and monitoring the proper implementation of activities of the Project and review the reporting to the Project Board (PB), mobilizing and coordinating other institutions involved in the Project, ensuring proper participation and representation of relevant Turkish institutions in activities organized within the Project, reviewing and approving, in a timely manner, the Project outputs.

DGILF is a leading institution in Türkiye's governance and regulation of labour migration and responsible for issuing work permits to ensure the inclusion of international workers in the Turkish labour market; providing technical and administrative support to migrants to help navigate government regulations; and leading inter-agency coordination on labour migration issues. In this regard, DGILF will be responsible for facilitating the work permit and work permit exemptions for the beneficiaries of the Project; and the "Skills Development for improved

Employability” Project under the same intervention will support the DG through strengthening of work permit automation system to serve for the development of international labour force policies in Türkiye. In addition, DGILF will also lead and guide the Project Team and partners to have a coordinated response for employment and particularly promoting a skilled, trained, and adoptable workforce as well as labour market that is responsive to economic changes with a view to achieve the objectives of the Project.

Presidency for Migration Management (PMM) is the organization responsible for migration management in Türkiye (including visas, residence permits, asylum application, deportation, readmission, integration etc.), and is mandated by law to approve and coordinate all projects related to migration implemented in the country by any institution. It is the secretariat of the Migration Board, which is chaired by the Minister of Interior and comprised of the Deputy Ministers from all the line ministries as the main inter-institutional coordination mechanism regarding migration policy development.

### ***South-South and Triangular Cooperation (SSC/TrC)***

N/A

### ***Digital Solutions***

N/A

### ***Knowledge***

Within the scope of the Project, the first activity includes a process of gaining knowledge. While identification of SuTPs/IPSHA Seasonal Migratory Agricultural Workers (SMAWs) in the Work Permit Exemption System, TRC staff will visit to seasonal agricultural areas for interviewing undocumented workers. Following the identification and registration, a labour market assessment will be prepared to validate the most successful pathways for employability through a consultative assessment of the labour market needs and constraints and identification of key labour-absorptive areas and products for quality, efficient and eco-friendly agriculture and husbandry production in the 7 pilot provinces. A new Labour Market Assessment tool will be developed, integrating literature review and previous data. Consultations will be held with MoAF, universities, chambers, and NGOs to gather data, which will be analysed and compiled into province-specific reports to guide project activities. During the post-assessment, TRC will profile 6,090 applicants through questionnaires in the TRC's database. All efforts will contribute to the existing knowledge in the field of refugees and rural employment.

In addition, the curriculum will be prepared for vocational and soft-skill trainings towards both beneficiaries and the cooperatives and agricultural organization in the agriculture and husbandry sector to enable them to acquire necessary equipment according to their business plans.

Identification of and needs assessment for selected seasonal agriculture settlements is another crucial contribution to the existing knowledge. This assessment will enable the rehabilitation with improved temporary shelter solutions, health and safety material, equipment and hygiene kits and social superstructure (child friendly safe spaces for women, girls and children), and model development.

### ***Sustainability and Scaling Up***

The project is designed to optimize multiplier effects and ensure sustainability of impact beyond its completion. These effects manifest in various ways. Firstly, targeted training programs will significantly enhance the employability of participants, which is expected to lead to higher employment rates and stimulate local economies. Another element is the project's engagement with the private sector. By fostering collaborations and networking, the project enhances job placement opportunities and establishes long-term industry relationships. This engagement benefits both employers and the workforce, creating a more dynamic and responsive labour market. In addition to these direct impacts, the project focuses on strengthening the capabilities of businesses, especially in the agricultural sector, and governmental institutions. This institutional capacity building enhances service delivery and efficiency, contributing to the broader goals of economic and social development. The project also places an emphasis on policy development. By creating policy documents and new models based on the learnings

replication in other contexts. This aspect aims to extend the impact of the project and offers valuable insights for future initiatives. Promoting social inclusion is another key aspect of the project. Through an inclusive approach that integrates diverse groups into the labour market the project aims to support cohesive and resilient communities. This approach not only focuses on immediate labour market needs but also fosters long-term social cohesion.

Lastly, the project's emphasis on sustainable agriculture practices contributes to environmental conservation and long-term rural development. This focus ensures that agricultural development is sustainable and beneficial for future generations.

Collectively, these ensure that it achieves more than its immediate objectives. They lay a foundation for ongoing development and improvement in labour market integration and rural development in Türkiye, extending the project's benefits well into the future.

The Project is aware of the significant sustainability challenges inherent in job creation and labour market integration, as highlighted by previous interventions in this domain. To address these challenges, sustainability is embedded as a primary consideration in the design of project activities. This approach involves engaging actors from both the supply and demand sides of the labour market and developing policy tools to guide future interventions and implementations.

The Project incorporates strategies to actively involve sector actors in their design and implementation. This engagement is crucial for ensuring that the programmes are aligned with the current needs and trends of the labour market. It will primarily equip the beneficiary groups with skills and capacities that are beneficial for working in specific sectors, and finding jobs and integrating into the socio-economic life of Türkiye in general.

Moreover, the project focuses on sustainability by equipping beneficiaries with technical and other essential knowledge that can be applied both in agriculture and in integrating into other sectors of the labour market and daily life in Türkiye in general. This approach aims to ensure that beneficiaries have versatile skills that enhance their employability across various fields. Additionally, the project incentivizes businesses in the agriculture sector to participate, fostering a collaborative environment that benefits both the businesses and the beneficiaries. By supporting selected cooperatives/agricultural organizations, the project aims to create a long-lasting impact, ensuring that the benefits extend well beyond the project's lifespan. This comprehensive strategy is designed to promote sustained employment opportunities and resilience in the target communities.

Furthermore, the project entails the development of policy documents aimed at improving conditions and management in the METIP areas. These documents will be informed by comprehensive needs assessments conducted prior to implementing any improvements and lessons learned through the implementation. This ensures that the improvements are not only effective but also tailored to the specific needs of the area. Following the implementation of these improvements, the project will leverage the lessons learned to develop effective models for future interventions. These models will serve as blueprints for addressing similar challenges in other contexts, thereby extending the impact of the project beyond its immediate scope.

In summary, the project's sustainability strategy is multi-faceted, involving direct engagement with labour market actors, support to businesses for long-term job creation, and the development of policy tools informed by on-ground experiences and needs assessments. This comprehensive approach is designed to ensure that the project's outcomes are sustainable and that the lessons learned can be applied to future interventions, contributing to ongoing progress in the field of labour market integration.

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#### **IV. PROJECT MANAGEMENT**

##### ***Cost Efficiency and Effectiveness***

The Project will build on existing national and local structures and capacities in Türkiye especially those of the MoLSS and TRC in project implementation provinces. This will enable the project implementation unit to have an efficiency in project management in terms of cost efficiency and effectiveness. Moreover, UNDP will adopt a programmatic approach whereas staffing will be made to serve for and to be costed to more than one project where possible.

The project will be implemented as part of UNDP's Preparedness, Response and Resilience programme and will thereby leverage on existing management and staff capacities as well as projects funded under the programme by

other donors. The project will also build on existing experience on the language training and previous livelihood projects of UNDP. Following a programmatic approach will also be relevant for procurement and other administrative issues, increasing cost efficiency of the project.

The current project is based on UNDP's resilience-based development approach, which has been UNDP's flagship response in several countries affected by the Syria crisis, including Jordan, Lebanon, and Iraq. UNDP Türkiye works in close partnership with its partner offices in those countries to share lessons learned.

**Project Management**

The UNDP will establish a Project Team (PT), which will work in close cooperation with the beneficiary and implementing partners. The PT will be headed by the UNDP Programme Manager (UNDP Livelihood Projects Coordinator).

The PT responsibilities include:

- Maintaining liaison with relevant authorities to determine what the immediate and mid-term priorities of the Project are including the preparation of plans to address these priorities;
- Managing Project activities to ensure that immediate and mid-term priorities are within the scope of the Project;
- Acting as the secretariat for the Project Board (PB).

In addition to the PT, depending on the nature of the work and complexity, several technical and administrative roles and services are covered by the UNDP Country Office and are cost-shared within the office. Based on the needs of the Project and the projected inputs, the relevant positions are included, on a pro-rata basis, as direct costs to the Project. The time allocation is based on the existing workflow in the UNDP office and is pro-rated to the scale of the budget and the scope of the Project requiring different time inputs from different positions: UNDP will deploy its in-house experience (i.e. relevant programme and operations staff) as well as mobilize other capacities in the form of National Personnel Service agreements and individual contracts. For this project, UNDP will avail the capacities of a Project Manager and relevant administrative and operational support staff, with oversight of the Project's UNDP Programme Manager (UNDP Livelihood Projects Coordinator).

UNDP will provide direct country office support services (including for the functions of procurement, human resources, administrative services, communication, office space), and direct project costing will apply in line with UNDP's cost recovery policy. Financial transactions and financial statements shall be subject to internal and external auditing procedures laid down in the Rules and Regulations of UNDP, whereby the cost of audit will be charged against the relevant budget line in project budget.

Using programme and country office staff allows UNDP to build on the existing mechanisms and exploit synergies with other ongoing projects, leading to increased efficiencies in project and budget management and procurement. The direct cost of such support will be included in the project budget and pro-rated as per UNDP's regulations.

**Project Management Unit**

**Key personnel involved in the programme**

Project Team & Task Team Members	Delivery Enabling Services
<p>Programme Manager/Analyst (50%)</p>	<p>The Programme Manager/Analyst will be employed for the project implementation period of 36 months. The Programme Manager/Analyst is responsible for the overall management of the Project which is a part of the UNDP programme within the thematic/sectoral areas assigned. The Programme Manager /Analyst analyses political, social, and economic trends; leads formulation, management, and evaluation of programme activities within his/her portfolio; and provides policy advice services.</p> <p>The Programme Manager/Analyst supervises and leads the programme staff and coordinates activities of the projects' staff. The Programme Manager/Analyst works in close collaboration with the UNDP Programme and Operations teams, technical advisors/experts, external specialists, government officials and partners, donors, and civil society to ensure successful implementation of the UNDP programme.</p>

Project Manager (100%)	The Project Manager will be employed for the project implementation duration of 36 months. S/he will be reporting to the Programme Manager /Analyst and in charge of managing, coordinating, and supervising project implementation for project to ensure the overall project relevance and performance. S/he'll ensure proper execution of all administrative activities associated with project implementation. S/he will provide technical support to the implementing partners and act as a liaison between UNDP and the partners; ensure project reports capture results, lessons learned and good practices for possible wider application. S/he will also monitor project risks, including social and environmental risks, initially identified and submit new risks to appropriate project governing bodies for consideration and decision on possible actions.
Procurement Officer (50%)	The Procurement Officer will be employed for the project implementation duration of 36 months and responsible for implementing operational strategies, managing procurement processes, and utilizing sourcing strategies and e-procurement tools to ensure compliance with UN/UNDP rules and regulations. S/he will develop and implement internal SOPs, conduct cost-saving analysis, and manage the entire procurement lifecycle, including tendering, contractor management, and risk assessment. The role involves preparing procurement plans, developing terms of references, and conducting procurement processes for various projects. S/he will provide guidance on contract management, implement harmonized procurement services, and contribute to corporate reporting and audits.
Finance Officer (50%)	The Finance Officer will be employed for the project implementation period of 36 months. Under the supervision of Programme Manager, s/he will be responsible for providing support for implementation of asset management, ensuring proper recording and transfer of assets in a timely manner; monitoring and alerting the due times of contracts, ensuring timely support is provided to contract management, timely amendments (when needed) etc., providing support for performing and closely monitoring direct cash transfer transactions and assist in the preparation of required documentation. S/he'll be responsible for the accuracy of account codes red into UNDP's corporate management systems and the clearance processes of the invoices before submission for payment. S/he'll serve as the focal point of the management of payments through Request for Direct Payment (RDP), Responsible Party Agreement (RPA), and other contract modalities of UNDP. S/he will be the focal point for any type of audits required. S/he'll also have duties of keeping records, collecting necessary forms, assisting development of project budgets, performing regular reviews of project budgets, and flagging errors and anomalies, and foreseeing necessary revisions.
M&E Officer (50%)	The M&E Officer will be employed for the project implementation period of 36 months. S/he will be responsible for supporting the assessment of the overall project's progress, ensuring that the project is on track to deliver the agreed outcomes, and producing recommendations for any necessary adjustments. The M&E Officer will work in close coordination with the Programme Manager, Project Manager, and M&E Analyst of the UNDP CO. S/he will support the project team by undertaking data analysis to generate information for regular reporting and knowledge sharing, identifying, and summarizing good practices and lessons learned from the overall project, and delivering presentations to relevant coordination forums. This will ensure the timely and quality submission of reports, highlighting progress, documenting impact, identifying gaps, and recommending corrective measures.
Communication Officer (50%)	Main responsibility of the Communication Specialist is to design and implement the communication actions of the Project as well as development of communication and visibility materials in line with the agreements and as per the Communication and Visibility plan of the Action. He/she will work closely with the UNDP communication unit. Substance of communication will be cleared by the UNDP communication unit for corporate compliance, alignment with EU, UNDP and ISKUR visibility requirements and country context.

Project Associate (100%)	The Project Associate will be employed for the project implementation duration of 36 months. Project Associate will support the project team to ensure effective project planning and implementation. S/he is expected to compile and summarize information and data for the formulation of project work plans, draft annual/quarterly budgets, proposals on implementation arrangements, and other specific project-related topics or issues. S/he will also provide comprehensive support in all aspects of project implementation in accordance with the project document, annual work plans, and other agreements between UNDP and responsible partners. Additionally, s/he will ensure the quality of delivery by consultants, beneficiaries, and contracted companies, and communicate findings. They will be responsible for ensuring compliance with project business processes, including UNDP Project Operational Policies and Procedures (POPP) and UNDP Standard Operating Procedures (SOP). Furthermore, s/he will provide administrative and logistical support to ensure successful project delivery, which includes organizing/coordinating project events and selecting appropriate venues, coordinating project procurement procedures, maintaining project records and files, recruiting project team members, and supporting contracting activities.
Project Assistant (100%)	The Project Assistant will be employed for the project implementation duration of 36 months. Project Assistant will support the project team to ensure effective project planning and implementation. S/he will assist in compiling and summarizing information and data for the formulation of project work plans, and in consultation with the project team, draft annual/quarterly budgets, proposals on implementation arrangements, and other specific project-related topics or issues. S/he will support project implementation in accordance with the project documents, annual work plans, and other agreements between UNDP and responsible partners. S/he will review project documents for completeness and compliance with relevant rules and procedures, identifying inconsistencies for referral to the supervisor. S/he will compile, summarize, and present basic information/data on specific projects and related topics or issues. Additionally, s/he will provide administrative and logistical support to ensure successful project delivery, which includes organizing/coordinating project events, procurement and finance-related activities, contract management, recruitment, and coordination of field visits and project-related missions. The Project Assistant will also be responsible for drafting correspondence and documents, supporting the finalization of administrative correspondence, handling telephone inquiries, fax, post, and e-mail transmissions, and coordinating appointments. S/he will provide interpretation during project-related meetings and events and translate documents from English to Turkish or from Turkish to English as needed.
Provincial Coordinator/Associates (100%)	(*3) The provincial coordinators will be employed for the project implementation duration of 36 months in each province. Under the supervision of the Project Manager (if the project province covers both projects, then the coordinator will also report to the Programme Manager in a matrix structure), the provincial coordinators will be responsible for the coordination of project activities at the field level, as well as liaison with provincial, regional, national, and international stakeholders at the institutional level. They will oversee regular communication and coordination with local partners, project counterparts, stakeholders, and beneficiaries, and will develop and maintain effective mechanisms for integrating and responding to their feedback and insights. They will collect, analyse, and present information for monitoring and evaluation of project implementation against project targets, as well as for audit purposes. Additionally, they will identify gaps in implementation and provide support in bridging those gaps in consultation with their supervisor and partners. The coordinators will also assist in organizing field and study visits, missions, workshops, roundtables, and conferences within the project.
Provincial Coordinator/Associate (50%)	(*4) The provincial coordinators will be employed for the project implementation duration of 36 months in each province. Under the supervision of the Project Manager (if the project province covers both projects, then the coordinator will

	<p>also report to the Programme Manager in a matrix structure), the provincial coordinators will be responsible for the coordination of project activities at the field level, as well as liaison with provincial, regional, national, and international stakeholders at the institutional level. They will oversee regular communication and coordination with local partners, project counterparts, stakeholders, and beneficiaries, and will develop and maintain effective mechanisms for integrating and responding to their feedback and insights. They will collect, analyse, and present information for monitoring and evaluation of project implementation against project targets, as well as for audit purposes. Additionally, they will identify gaps in implementation and provide support in bridging those gaps in consultation with their supervisor and partners. The coordinators will also assist in organizing field and study visits, missions, workshops, roundtables, and conferences within the project.</p>
<p>Provincial Project Assistants (*3) (50%)</p>	<p>The Provincial Project Assistants will be employed for the project implementation duration of 36 months in the provinces where the two projects will be implemented. The overall duty of the Provincial Project Assistants is assistance to the Provincial Coordinators and administrative support. In addition to their daily routine, the Provincial Project Assistants will also fulfil the tasks to be assigned by supervisors.</p> <p>In addition to the PT, depending on the nature of the work and complexity, several technical and administrative roles and services are covered by the UNDP Country Office and are cost-shared within the office. Based on the needs of the action and the projected inputs, the following positions are included, on a pro-rata basis, as direct costs to the Action. The time allocation is based on the existing workflow in the UNDP office and is pro-rated to the scale of the budget and the scope of the action requiring different time inputs from different positions.</p>
<p>Short-Term Senior and Junior Experts</p>	<p>The Project anticipates the involvement of both national and international junior and senior short-term experts who will be tasked with a variety of responsibilities crucial to its success. These experts will support the revision of ATP implementing guidelines and other essential guidance documents. They will also conduct desk and field research, as well as draft labour market assessment reports, outreach strategy documents, and informational materials. Additionally, these experts will provide valuable guidance and counselling on gender and human rights issues, ensuring that these important aspects are thoroughly integrated into the project's activities. This diverse expertise will contribute significantly to the project's objectives and overall impact.</p>

V. RESULTS FRAMEWORK

**Intended Outcome as stated in the UNSDCF/Country [or Regional] Programme Results and Resource Framework: Outcome #1.3: By 2025, people under the Law on Foreigners and International Protection are supported towards self-reliance.**

**Outcome Indicators as stated in the Country Programme [or Regional] Results and Resources Framework, including baseline and targets:**

Output 1.1. Displaced populations are equipped with the knowledge and skills to engage in the socioeconomic life of their host community.

Number of people benefiting from jobs and improved livelihoods in crisis or post-crisis settings, disaggregated by sex

Baseline (2021): 68,969 Target (2025): 76,169

Output 1.4. Sustainable job opportunities created for displaced populations and host communities.

Number of interventions to increase labour absorption capacity of businesses to accommodate displaced populations

Baseline (2021): 17 Target (2025): 29

**Applicable Output(s) from the UNDP Strategic Plan:** Output 3.4 Integrated development solutions implemented to address the drivers of irregular and forced migration, enhance the resilience of migrants, forcibly displaced and host communities, and expand the benefits of human mobility

**Project title and Quantum Project Number:** Strengthening Seasonal Agricultural Capacities in Rural Areas (*Kırsal Alanlarda Mevsimlik Tarım Kapasitesinin Güçlendirilmesi*)

EXPECTED OUTPUTS	OUTPUT INDICATORS	DATA SOURCE	BASELINE			TARGETS (by frequency of data collection)			FINAL	DATA COLLECTION METHODS & RISKS
			Value	Year	Year 1	Year 2	Year 3			
<b>Output 1:</b> SMAWs are registered in the Work Permit Exemption System.	<b>1. Number of Work Permits Exemptions issued for SuTPs/IPSHA Seasonal Migratory Agricultural Workers (SMAWs)</b>	Progress Reports	0	2024	11,000	11,000	11,000	33,000 Beneficiaries (30% Female)	Registration records in the Work Permit Exemption System	
	<b>2.1 Number of potential agriculture workers profiled</b>	Progress Reports	0	2024	6,090	0	0	6,090 (50% SuTP/IPSHA) (30% Female)	Training completion and employment placement records.	
	<b>2.2 Number of beneficiaries who completed soft skills trainings</b>	Progress Reports	0	2024	0	3,030	3,060	6,090 (50% SuTP/IPSHA) (30% Female)	Project M&E tools and systems	
	<b>2.3 Number of beneficiaries who completed vocational trainings</b>	Progress Reports	0	2024	0	1,500	1,650	3,150 (50% SuTP/IPSHA) (30% Female)		
<b>2.4 Number of beneficiaries placed in product and harvesting-based agricultural jobs</b>	Progress Reports	0	2024	0	2,000	2,515	4,515 (50% SuTPs/IPSHA's) (30% Female)	Records of capacity-building initiatives and migrant disbursement.		
<b>Output 3:</b> Business development support is provided to businesses and cooperatives/agri	<b>3.1 Number of cooperatives/agricultural organizations that received capacity development/financial/material support</b>	Progress Reports	0	2024	0	20	22	42		

EXPECTED OUTPUTS	OUTPUT INDICATORS	DATA SOURCE	BASELINE		TARGETS (by frequency of data collection)			DATA COLLECTION METHODS & RISKS	
			Value	Year	Year 1	Year 2	Year 3		FINAL
cultural organizations.	<b>3.2 Number of beneficiary placed enterprises that received job placement incentives</b>	Progress Reports	0	2024	0	150	165	315	
			0	2024	1	0	0	1	
			0	2024	0	1	1	2	
<b>Output 4: Working conditions of SMAWs are improved</b>	<b>4.1 Number of seasonal agricultural settlements established</b>	Progress Reports	0	2024	0	300	300	Surveys conducted to measure the improvement of living & working conditions of SMAWs.	
	<b>4.2 Number of renovation support provided to agricultural settlement to maintain decent living conditions</b>	Progress Reports	0	2024	0	300	300		
	<b>4.3 Number SMAWs hosted in established and maintained agricultural settlement</b>	Progress Reports	0	2024	0	300	300	600 (at least %50 SuTP / IPSHA)	

**VI. MONITORING AND EVALUATION**

In accordance with UNDP's programming policies and procedures, the project will be monitored through the following monitoring and evaluation plans:

**Monitoring Plan**

<b>Monitoring Activity</b>	<b>Purpose</b>	<b>Frequency</b>	<b>Expected Action</b>	<b>Partners (if joint)</b>
<b>Track results progress</b>	Progress data against the results indicators in the RRF will be collected and analysed to assess the progress of the project in achieving the agreed outputs.	Quarterly, or in the frequency required for each indicator.	Slower than expected progress will be addressed by project management.	N/A
<b>Monitor and Manage Risk</b>	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.	Annually	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.	N/A
<b>Learn</b>	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.	Annually	Relevant lessons are captured by the project team and used to inform management decisions.	N/A
<b>Project Quality Assurance</b>	The quality of the project will be assessed against UNDP's quality standards to identify project strengths and weaknesses and to inform management decision making to improve the project.	At design and appraisal, implementation (every other year) and closure stages	Areas of strength and weakness will be reviewed by project management and used to inform decisions to improve project performance.	N/A
<b>Review and Make Course Corrections</b>	Internal review of data and evidence from all monitoring actions to inform decision making.	Twice a Year	Performance data, risks, lessons and quality will be discussed by the project board and used to make course corrections.	N/A
<b>Project Report</b>	A progress report will be presented to the Project Board and key stakeholders, consisting of progress data showing the results achieved against pre-defined annual targets at the output level, the annual project quality rating summary, an updated risk log with mitigation measures, and any evaluation or review reports prepared over the period.	Annually, and at the end of the project (final report) within timeframes described in the Description of Activities	Based on UNDP Project Progress Report.	N/A
<b>Project Review (Project Board)</b>	The project's governance mechanism (i.e., project board) will hold regular project reviews to assess the performance of the project and review the Multi-Year Work Plan to ensure realistic budgeting over the life of the project. In the project's final year, the Project Board shall 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.	Twice a Year	Any quality concerns or slower than expected progress should be discussed by the project board and management actions agreed to address the issues identified.	N/A

**Evaluation Plan**

Evaluations will only be carried out under the following conditions:

Evaluation Title	Partners (if joint)	Related Strategic Plan Output	UNSDCF/CPD Outcome	Planned Completion Date	Key Evaluation Stakeholders	Cost and Source of Funding
Final Evaluation	N/A	Output 3.4 Integrated development solutions implemented to address the drivers of Irregular and forced migration, enhance the resilience of migrants, forcibly displaced and host communities, and expand the benefits of human mobility	Outcome #1.3: By 2025, people under the Law on Foreigners and International Protection are supported towards self-reliance.	31.12.2027	MoAF, MOLSS and TRC	50,000 EUR Project Budget

VIII. MULTI-YEAR WORK PLAN

EXPECTED OUTPUTS	PLANNED ACTIVITIES	Planned Budget by Year			RESPONSIBLE PARTY	Funding Source	PLANNED BUDGET		
		Y1	Y2	Y3			Budget Description	Amount (USD)	Amount (EUR)
Output 1: SMAWs are registered in the Work Permit Exemption System Gender marker: GEN1	1.1. Identification and registration of SUTPs/PSHA SMAWs in the Work Permit Exemption System and provision of documents	\$0.00	\$553,066.90	\$553,066.90	UNDP / TRC	EU	71800 Contractual Services - IP	\$1,106,133.80	€ 1,048,614.84
		\$52,742.62	\$0.00	\$0.00				71800 Contractual Services - IP	\$52,742.62
Output 2: Employability and support services are provided to SMAWs working in agriculture Gender marker: GEN1	2.1. Labour market assessments 2.2. Sector-driven selection of beneficiaries for new employment in labour-absorptive sub-sectors across rural areas 2.3. Vocational, soft skills trainings and referral to decent employment opportunities for beneficiaries (at least 50% SUTPs/PSHA)		\$498,417.72	\$498,417.72	UNDP / TRC	EU	71800 Contractual Services - IP	\$996,835.44	€ 945,000.00
			\$1,642,203.19	\$1,642,203.19				71800 Contractual Services - IP	\$3,284,406.37
Output 3: Business development support is provided to businesses and cooperatives/agricultural organization/ in agriculture Gender marker: GEN1	3.1. Development and implementation of cooperatives/agricultural organization support programme	\$0.00	\$443,037.97	\$443,037.97	UNDP / TRC	EU	71800 Contractual Services - IP	\$886,075.95	€ 840,000.00
Output 4: Working conditions of SMAWs are improved Gender marker: GEN1	4.1. Improvement and evaluation of selected seasonal agricultural settlements and needs assessment, and development of models 5.1. Evaluation	\$500,000.00	\$119,198.31	\$119,198.31	UNDP	EU	72100 Contractual Services - Companies	\$738,396.62	€ 700,000.00
		\$0.00	\$0.00	\$52,742.62				UNDP	EU

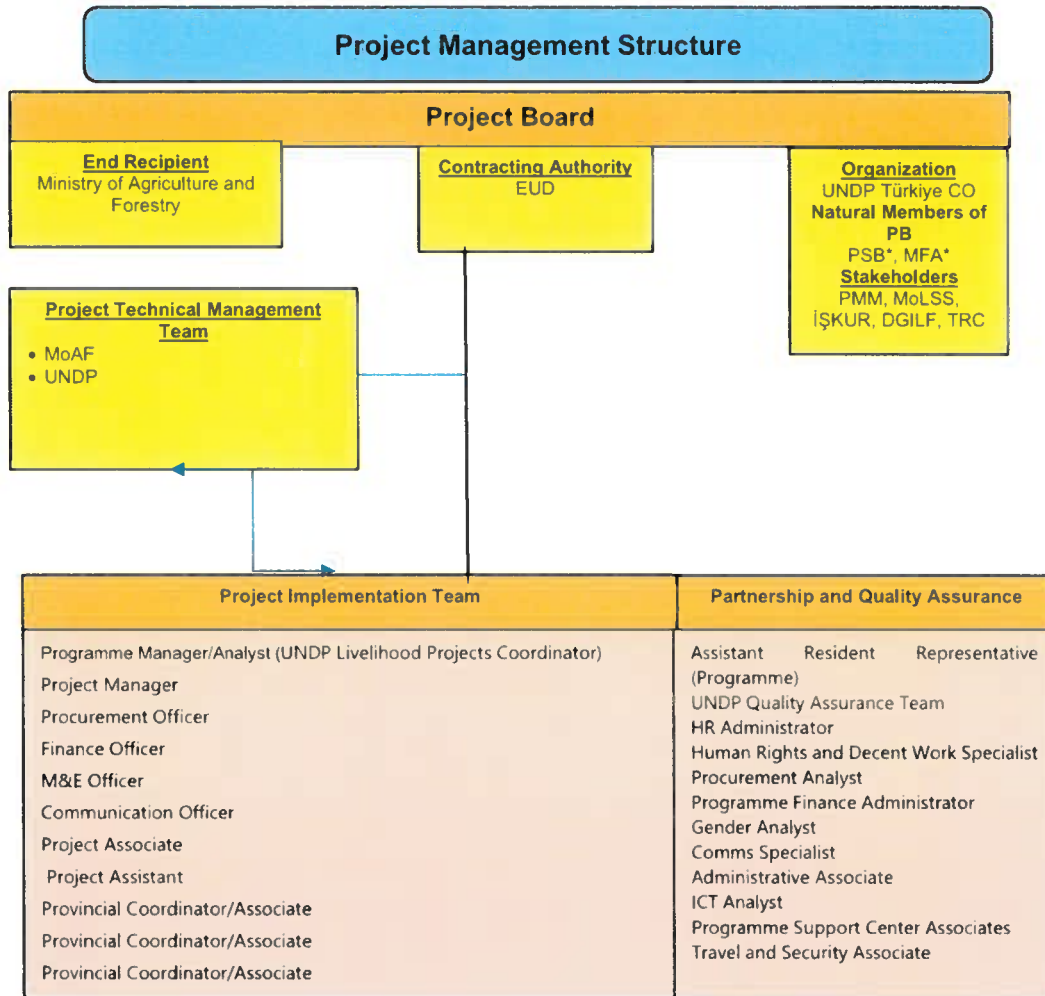
United Nations Development Programme  
Project Document

<b>Output 5: UNDP Arrangements</b> Gender marker: GEN1	5.2.HR (Salary, DSA, IC Contracts, DPC)	\$603,653.66	\$603,653.66	\$603,653.66	UNDP	EU	71400 Contractual Services - Individuals	\$1,810,960.97	€ 1,716,791.00
	5.3.Travel	\$38,765.82	\$38,765.82	\$38,765.82	UNDP	EU	71600 Travel	\$116,297.47	€ 110,250.00
	5.4.Equipment and Supplies	\$159,763.68	\$0.00	\$0.00	UNDP	EU	72200 Equipment and Furniture	\$159,763.68	€ 151,455.97
	5.5.Local Office	\$37,974.68	\$37,974.68	\$37,974.68	UNDP	EU	73100 Rental & Maintenance - Premises	\$113,924.05	€ 108,000.00
	5.6.Events (launch/Workshops/Closing etc.)	\$19,402.62	\$19,402.62	\$19,402.62	UNDP	EU	75700 Training, Workshop, Conference	\$58,207.85	€ 55,181.04
	5.7.Visibility	\$17,580.87	\$17,580.87	\$17,580.87	UNDP	EU	74200 Audio Visual & Print Prod. Costs	\$52,742.62	€ 50,000.00
	5.8.Other (All Supporting Activities)	\$1,393,521.46	\$1,393,521.46	\$1,393,521.46	UNDP	EU	72100 Contractual Services - Companies	\$4,180,564.38	€ 3,963,175.03
	<b>Subtotal Direct Eligible Cost</b>							<b>\$13,609,794.43</b>	<b>€ 12,902,085.12</b>
<b>General Management Support (%)</b>							<b>\$544,391.78</b>	<b>€ 516,083.40</b>	
<b>Total Project Budget</b>							<b>\$14,154,186.21</b>	<b>€ 13,418,168.52</b>	

Note: Contract currency is EUR. USD equivalent is calculated based on Dec-24 UNORE and is subject to change on the date of deposit.

**VIII. GOVERNANCE AND MANAGEMENT ARRANGEMENTS**

**Figure 1: Project Management Structure**



This project will be implemented through a national implementation modality (NIM), with the Ministry of Agriculture and Forestry (MoAF) as the implementing partner. UNDP’s rules and regulations for program management will apply throughout the project and UNDP will also provide direct project management support including procurement, financial management and strategic support.

The Project Support role provides administration, management and technical support to the Project Manager as required by the needs of the Project Manager. The provision of any Project Support on a formal basis is optional. In most projects, project support includes HR, procurement and PSC (Program Service Center) services.

A Project Board (PB, also called Project Steering Committee) with representation from MoAF, TRC, Presidency of Strategy Budget, Ministry of Foreign Affairs, Ministry of Labor and Social Security, Presidency of Migration Management, EUD and UNDP will be set up to guide and oversee the implementation of the project. The PB will jointly decide on the critical aspects of the project, including possible synergies with other ongoing initiatives in the region. PB will also be monitoring the results achieved with the project.

The Donor, which is the EUD, becomes a natural member of the Project Board. In addition to the donor of the Project, the Presidency of the Republic of Turkey, the Presidency of Strategy and Budget (PSB) & Ministry of Foreign Affairs are also natural members of the Project Board. PSB is the Government coordinating agency of the UNDP in Turkey and ensures that all UNDP programs are designed/implemented in line with national priorities.

Ministry of Foreign Affairs gives final approval to all UNDP implemented projects, hence has an overall oversight function under each project.

In case consensus cannot be reached within the Board, the UNDP Resident Representative (or their designate) will mediate to find consensus and, if this cannot be found, will take the final decision to ensure project implementation is not unduly delayed.

The Project Board will:

**When project is initiated:**

- Provide general, high-level, strategic oversight to the project activities including financial oversight
- Agree on the Project Manager responsibilities, as well as the responsibilities of the other members of the Project team
- Delegate any Project Assurance function as appropriate.
- Review and appraise detailed Project Plans and AWP, including the risk log and the monitoring and communication plan.

During the implementation / running of the project, specific roles of the PB will include:

- Provide project and policy implementation oversight
- Provide overall guidance and direction to the project, ensuring it remains within specified constraints
- Approve annual work plans and budgets; and based on the approved annual work plans (AWP) authorize any major deviation from the approved work plans and budgets.
- Conduct meetings twice a year to review Project Progress Reports and provide direction and recommendations to ensure agreed deliverables are produced satisfactorily according to plans.
- Approve changes and amendments to the existing project document
- Consider recommendations from the Technical Working Group (if any).
- Monitor progressive achievement of project objectives and provide guidance on long term sustainability of the project's achievements
- Provide high-level quality assurance for project results and input and advice to on-going risk analysis.
- Undertake mobilization of funding for the project and consider funding for emerging issues.
- Invite representatives of other project beneficiaries to inform on their specific activities and needs.
- Provide overall guidance and direction to the project.
- Address project issues as raised by the Project Manager
- Provide guidance and agree on possible management actions to address specific risks.
- Agree on Project Manager's tolerances within the AWP.
- Conduct regular meetings to review the Project Annual Progress Report and provide direction and recommendations to ensure that the agreed deliverables are produced satisfactorily according to plans.
- Review Combined Delivery Reports (CDR) prior to certification by the Implementing Partner.
- Appraise the Project Annual Review Report, make recommendations for the next AWP, and inform the Outcome Board about the results of the review.
- Provide ad-hoc direction and advice for exception situations when project manager's tolerances are exceeded.
- Assess and decide on project changes through revisions.

When the project is being closed:

- Review and approve the Final Project Review Report, including lessons learned.
- Commission project evaluation when required.
- Assure that all Project deliverables have been produced satisfactorily.
- Review and approve the Final Project Review Report, including Lessons-learned.
- Make recommendations for follow-on actions to be submitted to the Outcome Board.
- Commission project evaluation if it is required.
- Notify operational completion of the project to the Outcome Board

The PB will meet twice a year throughout project period.

The implementing partner (IP), which is MoAF for this project, will ultimately be responsible for the project implementation and will be supported by UNDP in terms of technical implementation.

The IP's role is to ensure that the project is focused throughout its life cycle on achieving its objectives and delivering outputs that will contribute to higher level outcomes. The main responsibilities of MoAF are as follows;

- to ensure that there is a coherent management organization structure and logical set of plans,
- to set tolerances in the AWP and other plans as required for the Project Manager,
- to monitor and control the progress of the project at a strategic level,
- to ensure that risks are being tracked and mitigated as effectively as possible,
- to brief relevant stakeholders about project's progress, and
- to organize and chair Project Board meetings.

### **Senior Supplier (UNDP)**

The Senior Supplier represents the interests of the parties which provide funding and/or technical expertise to the development project/initiation plan. The Senior Supplier's primary function within the Project Board is to provide guidance regarding the technical feasibility of the initiation plan. The Senior Supplier role must have the authority to commit to or acquire supplier resources required. If necessary, more than one person may be required for this role.

Specific Responsibilities (as part of the above responsibilities for the Project Board)

- Make sure that progress toward the outputs remains consistent from the supplier's perspective
- Promote and maintain focus on the expected output(s) from the point of view of supplier management
- Ensure that the supplier resources required for the initiation plan are made available
- Contribute supplier opinions on Project Board decisions on whether to implement recommendations on proposed changes
- Arbitrate on and ensure the resolution of any supplier priority or resource conflicts

### **Implementation Partners**

The implementation partners will be the MoAF and UNDP and will be responsible for, among others, contributing to the initiating of the Project and further carrying out all activities in line with the Project work plan, following and monitoring the proper implementation of activities of the Project and review the reporting to the Project Board (PB), mobilizing and coordinating other institutions involved in the Project, ensuring proper participation and representation of relevant Turkish institutions in activities organized within the Project, reviewing and approving, in a timely manner, the Project outputs.

### **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.

Project Assurance has to be independent of the Project Manager; therefore, the Project Board cannot delegate any of its assurance responsibilities to the Project Manager. At UNDP Project Assurance function belongs to ARR/P, Programme Manager (Livelihood Projects Coordinator), M&E and KM Analyst and M&E Advisor with a clear mandate for oversight and monitoring functions.

Project assurance can also include key staff in Beneficiary institutions that have a stake in the quality execution of the project. However, project assurance function cannot be assumed by Senior Executive since assurance function is to be carried out by an impartial party.

The Project will be led by a project manager who will be responsible for the day-to-day management of project implementation including administration and project finance. The Project Manager will be responsible for overall team management and supervision in both Ankara and field locations. The Project Manager will be the first responsible for project level reporting and support project specific donor engagement. Project Manager is also focal points for respective national level Government implementing partner.

Project's day-to-day implementation will be carried out by the Project team as well as UNDP staff providing direct project support.

UNDP has received total budget (\$14,154,186.21) from the donor, European Union, and will be responsible of making payments according to the needs of project activities (as outlined in budget section). UNDP will also provide direct project implementation support for procurement, contract management and budget/financial management as well as content. UNDP's direct costs will be charged in line with its rules and regulations, as

**outlined in the project document and budget. Financial transactions and financial statements shall be subject to the internal and external auditing procedures laid down in the Regulations and Rules of UNDP.**

## **IX. LEGAL CONTEXT**

Türkiye is a signatory of a basic agreement to govern the United Nations Development Programme's (UNDP) assistance to the country, being the provisions of the Revised Standard Agreement signed between the Government and the Technical Assistance Board, which is one of the predecessor entities of UNDP (the "Basic Agreement") on 21 October 1965.

In this regard, the project document shall be the instrument envisaged and defined in the Supplemental Provisions, ([https://popp.undp.org/layouts/15/WopiFrame.aspx?sourcedoc=/UNDP POPP DOCUMENT LIBRARY/Public/FRM Pipeline%20and%20Revenue%20Management Annexure%208%20-%20SBAA Standard%20Annex%20to%20Project%20Document.doc&action=default&DefaultItemOpen=1](https://popp.undp.org/layouts/15/WopiFrame.aspx?sourcedoc=/UNDP%20POPP%20DOCUMENT%20LIBRARY/Public/FRM%20Pipeline%20and%20Revenue%20Management%20Annexure%208%20-%20SBAA%20Standard%20Annex%20to%20Project%20Document.doc&action=default&DefaultItemOpen=1)) to the Project Document, attached hereto and forming an integral part hereof, as "the Project Document".

This project will be implemented by [Ministry of Agriculture and Forestry (MoAF) ("Implementing Partner") in accordance with its 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. Where the financial governance of an Implementing Partner does not provide the required guidance to ensure best value for money, fairness, integrity, transparency, and effective international competition, the financial governance of UNDP shall apply.

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## **X. RISK MANAGEMENT**

*[NOTE: Please choose **one** of the following options that corresponds to the implementation modality of the Project. Delete all other options.]*

### **Option a. Government Entity (NIM)**

1. Consistent with the Article III of the SBAA *[or the Supplemental Provisions to the Project Document]*, the responsibility for the safety and security of the Implementing Partner and its personnel and property, and of UNDP's property in the Implementing Partner's custody, rests with the Implementing Partner. To this end, the Implementing Partner shall:
    - a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
    - b) assume all risks and liabilities related to the Implementing Partner's security, and the full implementation of the security plan.
  2. UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of the Implementing Partner's obligations under this Project Document.
  3. The Implementing Partner agrees to undertake all reasonable efforts to ensure that no UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism, that the recipients of any amounts provided by UNDP hereunder do not appear on the United Nations Security Council Consolidated Sanctions List, and that no UNDP funds received pursuant to the Project Document are used for money
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laundering activities. The United Nations Security Council Consolidated Sanctions List can be accessed via <https://www.un.org/securitycouncil/content/un-sc-consolidated-list>.

4. The Implementing Partner acknowledges and agrees that UNDP will not tolerate sexual harassment and sexual exploitation and abuse of anyone by the Implementing Partner, and each of its responsible parties, their respective sub-recipients and other entities involved in Project implementation, either as contractors or subcontractors and their personnel, and any individuals performing services for them under the Project Document.

(a) In the implementation of the activities under this Project Document, the Implementing Partner, and each of its sub-parties referred to above, shall comply with the standards of conduct set forth in the Secretary General's Bulletin ST/SGB/2003/13 of 9 October 2003, concerning "Special measures for protection from sexual exploitation and sexual abuse" ("SEA").

(b) Moreover, and without limitation to the application of other regulations, rules, policies and procedures bearing upon the performance of the activities under this Project Document, in the implementation of activities, the Implementing Partner, and each of its sub-parties referred to above, shall not engage in any form of sexual harassment ("SH"). SH is defined as any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. SH may occur in the workplace or in connection with work. While typically involving a pattern of conduct, SH may take the form of a single incident. In assessing the reasonableness of expectations or perceptions, the perspective of the person who is the target of the conduct shall be considered.

5. a) In the performance of the activities under this Project Document, the Implementing Partner shall (with respect to its own activities), and shall require from its sub-parties referred to in paragraph 4 (with respect to their activities) that they, have minimum standards and procedures in place, or a plan to develop and/or improve such standards and procedures in order to be able to take effective preventive and investigative action. These should include: policies on sexual harassment and sexual exploitation and abuse; policies on whistleblowing/protection against retaliation; and complaints, disciplinary and investigative mechanisms. In line with this, the Implementing Partner will and will require that such sub-parties will take all appropriate measures to:

- i. Prevent its employees, agents or any other persons engaged to perform any services under this Project Document, from engaging in SH or SEA;
  - ii. Offer employees and associated personnel training on prevention and response to SH and SEA, where the Implementing Partner and its sub-parties referred to in paragraph 4 have not put in place its own training regarding the prevention of SH and SEA, the Implementing Partner and its sub-parties may use the training material available at UNDP;
  - iii. Report and monitor allegations of SH and SEA of which the Implementing Partner and its sub-parties referred to in paragraph 4 have been informed or have otherwise become aware, and status thereof;
  - iv. Refer victims/survivors of SH and SEA to safe and confidential victim assistance; and
  - v. Promptly and confidentially record and investigate any allegations credible enough to warrant an investigation of SH or SEA. The Implementing Partner shall advise UNDP of any such allegations
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received and investigations being conducted by itself or any of its sub-parties referred to in paragraph 4 with respect to their activities under the Project Document, and shall keep UNDP informed during the investigation by it or any of such sub-parties, to the extent that such notification (i) does not jeopardize the conduct of the investigation, including but not limited to the safety or security of persons, and/or (ii) is not in contravention of any laws applicable to it. Following the investigation, the Implementing Partner shall advise UNDP of any actions taken by it or any of the other entities further to the investigation.

b) The Implementing Partner shall establish that it has complied with the foregoing, to the satisfaction of UNDP, when requested by UNDP or any party acting on its behalf to provide such confirmation. Failure of the Implementing Partner, and each of its sub-parties referred to in paragraph 4, to comply of the foregoing, as determined by UNDP, shall be considered grounds for suspension or termination of the Project.

6. Social and environmental sustainability will be enhanced through application of the UNDP Social and Environmental Standards (<http://www.undp.org/ses>) and related Accountability Mechanism (<http://www.undp.org/secu-srm>).

7. The Implementing Partner shall: (a) conduct project and programme-related activities in a manner consistent with the UNDP Social and Environmental Standards, (b) implement any management or mitigation plan prepared for the project or programme to comply with such standards, and (c) engage in a constructive and timely manner to address any concerns and complaints raised through the Accountability Mechanism. UNDP will seek to ensure that communities and other project stakeholders are informed of and have access to the Accountability Mechanism.

8. All signatories to the Project Document shall cooperate in good faith with any exercise to evaluate any programme or project-related commitments or compliance with the UNDP Social and Environmental Standards. This includes providing access to project sites, relevant personnel, information, and documentation.

9. The Implementing Partner will take appropriate steps to prevent misuse of funds, fraud or corruption, by its officials, consultants, responsible parties, subcontractors and sub-recipients in implementing the project or using UNDP funds.

10. In the implementation of the activities under this Project Document, UNDP places reasonable reliance upon the Implementing Partner for it to apply its laws, regulations and processes, and applicable international laws regarding anti money laundering and countering the financing of terrorism, to ensure consistency with the principles of then in force the UNDP Anti-Money Laundering and Countering the Financing of Terrorism Policy.

11. The Implementing Partner will ensure that its financial management, anti-corruption, anti-fraud and anti money laundering and countering the financing of terrorism policies are in place and enforced for all funding received from or through UNDP.

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12. The requirements of the following documents, then in force at the time of signature of the Project Document, apply to the Implementing Partner: (a) UNDP Policy on Fraud and other Corrupt Practices and (b) UNDP Office of Audit and Investigations Investigation Guidelines. The Implementing Partner agrees to the requirements of the above documents, which are an integral part of this Project Document and are available online at [www.undp.org](http://www.undp.org).

13. In the event that an investigation is required, UNDP has the obligation to conduct investigations relating to any aspect of UNDP projects and programmes in accordance with UNDP's regulations, rules, policies and procedures. The Implementing Partner shall provide its full cooperation, including making available personnel, relevant documentation, and granting access to the Implementing Partner's (and its consultants', responsible parties', subcontractors' and sub-recipients') premises, for such purposes at reasonable times and on reasonable conditions as may be required for the purpose of an investigation. Should there be a limitation in meeting this obligation, UNDP shall consult with the Implementing Partner to find a solution.

14. The signatories to this Project Document will promptly inform one another in case of any incidence of inappropriate use of funds, credible allegation of fraud or corruption or other financial irregularities with due confidentiality.

Where the Implementing Partner becomes aware that a UNDP project or activity, in whole or in part, is the focus of investigation for alleged fraud/corruption, the Implementing Partner will inform the UNDP Resident Representative/Head of Office, who will promptly inform UNDP's Office of Audit and Investigations (OAI). The Implementing Partner shall provide regular updates to the head of UNDP in the country and OAI of the status of, and actions relating to, such investigation.

15. *Choose one of the three following options:*

*Option 2:* The Implementing Partner agrees that, where applicable, donors to UNDP (including the Government) whose funding is the source, in whole or in part, of the funds for the activities which are the subject of this Project Document, may seek recourse to the Implementing Partner for the recovery of any funds determined by UNDP to have been used inappropriately, including through fraud, corruption or other financial irregularity, or otherwise paid other than in accordance with the terms and conditions of the Project Document.

**Note:** The term "Project Document" as used in this clause shall be deemed to include any relevant subsidiary agreement further to the Project Document, including those with responsible parties, subcontractors, and sub-recipients.

16. Each contract issued by the Implementing Partner in connection with this Project Document shall include a provision representing that no fees, gratuities, rebates, gifts, commissions or other payments, other than those shown in the proposal, have been given, received, or promised in connection with the selection process or in contract execution, and that the recipient of funds from the Implementing Partner shall cooperate with any and all investigations and post-payment audits.

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17. Should UNDP refer to the relevant national authorities for appropriate legal action any alleged wrongdoing relating to the project, the Government will ensure that the relevant national authorities shall actively investigate the same and take appropriate legal action against all individuals found to have participated in the wrongdoing, recover and return any recovered funds to UNDP.

18. The Implementing Partner shall ensure that all of its obligations set forth under this section entitled "Risk Management" are passed on to each responsible party, subcontractor and sub-recipient and that all the clauses under this section entitled "Risk Management Standard Clauses" are included, *mutatis mutandis*, in all sub-contracts or sub-agreements entered into further to this Project Document.

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## **XI. ANNEXES**

- 1. Project Quality Assurance Report**
  - 2. Social and Environmental Screening Template** [\[English\]](#) [\[French\]](#) [\[Spanish\]](#), including additional Social and Environmental Assessments or Management Plans as relevant. *(NOTE: The SES Screening is not required for projects in which UNDP is Administrative Agent only and/or projects comprised solely of reports, coordination of events, trainings, workshops, meetings, conferences, preparation of communication materials, strengthening capacities of partners to participate in international negotiations and conferences, partnership coordination and management of networks, or global/regional projects with no country level activities).*
  - 3. Risk Analysis.** Use the standard [Risk Register template](#). Please refer to the [Deliverable Description of the Risk Register](#) for instructions
  - 4. Capacity Assessment:** Results of capacity assessments of Implementing Partner (including Partner Capacity Assessment Tool (PCAT) and HACT Micro Assessment)
  - 5. Project Board Terms of Reference and TORs of key management positions.** The standard Project Board TOR can be found [here](#)
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## UNDP SOCIAL AND ENVIRONMENTAL SCREENING TEMPLATE (V. JULY 2022)

*The completed template, which constitutes the Social and Environmental Screening Report, must be included as an annex to the Project Document at the design stage. Note: this template will be converted into an online tool. The online version will guide users through the process and will embed relevant guidance.*

### Project Information

<i>Project Information</i>	
1. Project Title	Strengthening Seasonal Agricultural Capacities in Rural Areas
2. Project Number (i.e. Quantum project ID, PIMS+)	
3. Location (Global/Region/Country)	Turkiye
4. Project stage (Design or Implementation)	Design
5. Date	26/11/2024

### 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*

The project embraces a human rights-based approach, focusing on advancing the rights to education, an adequate standard of living, desirable work, and social security. It prioritizes vulnerable groups, including Seasonal Migratory Agricultural Workers (SMAWs), Syrians under Temporary Protection (SuTPs), and International Protection Status Holders (IPSHA). By ensuring access to decent employment opportunities, exemptions for legal work permits, and enhanced social inclusion, the project significantly improves living conditions in seasonal agricultural settlements. Tailored vocational and soft skills training, designed based on labour market assessments, empower 6,090 beneficiaries, fostering resilience and workplace integration. Furthermore, cooperative/agricultural organization support initiatives, mentoring, and micro-grants broaden economic opportunities and promote sustainable employment. These efforts underscore the project's dedication to equity, social justice, and the dignity of all individuals.

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

The project contributes to improving gender equality and women's empowerment by addressing the unique challenges faced by women in the agriculture and husbandry sectors. It prioritizes the inclusion of women in all aspects of the initiative, from skills development and vocational training to employment opportunities, ensuring that at least 30% of the 6,090 beneficiaries are women. The project equips women with the tools necessary for workplace integration and long-term resilience. Improved living conditions, including enhanced shelter and sanitation facilities, specifically address the needs of women and children in seasonal agricultural settlements.

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

The project mainstreams sustainability and resilience by ensuring the long-term viability of rural livelihoods in Türkiye. By registering 33,000 Seasonal Migratory Agricultural Workers into the Work Permit Exemption System, it promotes legal employment and social equity. Comprehensive labour market and baseline assessments identify opportunities for sustainable employment, guiding tailored vocational and soft skills training for 6,090 beneficiaries, including eco-conscious methods. The initiative fosters collective resilience through cooperative support programs offering mentoring, micro-grants, and in-kind assistance to enhance technical and economic capacities. Infrastructure improvements in seasonal settlements address critical needs, including shelter, sanitation, and social amenities, ensuring better living standards. This integrated approach enhances the adaptive capacity of individuals and communities, laying the groundwork for sustainable, inclusive economic growth in alignment with environmental and social priorities.

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

The project enhances accountability to stakeholders through a robust and inclusive implementation framework, emphasizing transparent engagement with beneficiaries, local authorities, and implementing partners. A comprehensive Stakeholder Engagement Plan is developed, analyzing the interests and impacts of affected stakeholders and detailing mechanisms for collecting and addressing grievances. A Grievance Redress Mechanism (GRM) will be established by TRC, providing clear channels of communication between the affected populations and the project to ensure their concerns are addressed promptly and effectively. TRC and UNDP oversee rigorous monitoring and evaluation processes, supported by data management and analytics, to track progress, assess impact, and ensure alignment with objectives. Regular reporting mechanisms provide updates to stakeholders, including the EU, maintaining compliance with contractual obligations and reinforcing transparency. This integrated, participatory approach fosters trust, ownership, and mutual accountability, enhancing the project's effectiveness and credibility.

## Part B. Identifying and Managing Social and Environmental Risks

QUESTION 2: What are the Potential Social and Environmental Risks? <i>Note: Complete SES/ Attachment 1 before responding to Question 2.</i>	QUESTION 3: What is the level of significance of the potential social and environmental risks? <i>Note: Respond to Questions 4 and 5 below before proceeding to Question 5.</i>	QUESTION 6: Describe the assessment and management measures for each risk rated Moderate, Substantial or High
<b>Risk Description</b> <i>(broken down by event, cause, impact)</i>	<b>Impact and Likelihood (1-5)</b>	<b>Significance (Low, Moderate, Substantial, High)</b>
	<b>Comments (optional)</b>	<b>Description of assessment and management measures for risks rated as Moderate, Substantial or High</b>
<p><b>Risk 1: P.5</b> There is a risk of rising social tension among the host community members and SUTP/ IPSHA as a result of disinformation, false perceptions and lack of awareness that might halt or stagnate project intervention in the selected locations.</p>	<p>I =3 L =4</p>	<p>Moderate</p> <p>UNDP will:</p> <ul style="list-style-type: none"> <li>• Conduct continuous monitoring of social sentiments to identify and address potential concerns proactively.</li> <li>• Implement culturally sensitive and customized communication and visibility activities to foster understanding, collaboration, and community support.</li> <li>• Develop and apply clear criteria for selecting project locations to ensure suitability and minimize potential risks.</li> <li>• Prepare a comprehensive stakeholder engagement plan to promote inclusive and effective participation.</li> <li>• Engage influential community figures, such as multatras, imams, leaders of SMAW groups, and crew leaders, to build trust and facilitate cooperation.</li> <li>• Organize de-mystification and awareness-raising sessions to address misconceptions, enhance transparency, and strengthen stakeholder confidence.</li> </ul>
<p><b>Risk 2: 2.1</b></p> <p>There is a risk that SMAW shelter infrastructure and common use areas to be constructed by the project may be jeopardized due to faulty project design triggering damages caused by potential seismic activity/earthquakes, floods, fires, etc. in the selected project locations which might result in potential loss of life and damage on property.</p>	<p>I =4 L =1</p>	<p>Low</p> <p>UNDP will ensure incorporation of UNDP SES standards and compliance with national legislation on flood/ earthquake-resilient and fire resistant construction in the design and implementation of works contracts by ensuring the buildings are constructed to withstand severe seismic activities, lightnings, electrical fires, to drainage challenges specific to project location.</p>
<p><b>Risk 3: 7.6</b></p> <p>There is a risk that construction workers may become injured or harmed during implementation of work contracts due to lack of awareness on and improper enforcement of occupational health and safety measures which might result in cancellation/delays in project activities, filing of lawsuits against project partners, and reputational risks for UNDP</p>	<p>I =3 L =1</p>	<p>Low</p> <p>UNDP will ensure incorporation of UNDP SES standards and compliance with national legislation on occupational health and safety in the design and implementation of works contracts by ensuring workers and contractors are informed on potential OHS risks and measures with all necessary measures taken to minimize OHS risks at the construction site.</p>
<p><b>Risk 7: 7.3</b></p>	<p>I =3</p>	<p>Low</p> <p>UNDP will ensure full integration of its Social and Environmental</p>

There is a risk that child labour is used in the seasonal agriculture sector.	L=2			Standards (SES) with a specific focus on the prevention of child labour, while maintaining strict compliance with national legislation and international conventions on child labour. This includes implementing robust safeguards, conducting regular monitoring, and engaging stakeholders especially TRC and MoAF as well as local partners to uphold the rights and welfare of children throughout the project lifecycle.
<b>QUESTION 4: What is the overall project risk categorization?</b>				
<b>Low Risk</b>	<input type="checkbox"/>			
<b>Moderate Risk</b>	<input checked="" type="checkbox"/>			
<b>Substantial Risk</b>	<input type="checkbox"/>			
<b>High Risk</b>	<input type="checkbox"/>			
<b>QUESTION 5: Based on the identified risks and risk categorization, what requirements of the SES are triggered? (check all that apply)</b>				
<b>Question only required for Moderate, Substantial and High Risk projects</b>				
<b>Is assessment required? (check if "yes")</b>	<input type="checkbox"/>			<b>Status? (completed / planned)</b>
<i>If yes, indicate overall type and status</i>	<input type="checkbox"/>	Targeted assessment(s)		
	<input type="checkbox"/>	ESIA (Environmental and Social Impact Assessment)		
<input type="checkbox"/>	<input type="checkbox"/>	SESA (Strategic Environmental and Social Assessment)		
<b>Are management plans required? (check if "yes")</b>	<input type="checkbox"/>			
<i>If yes, indicate overall type</i>	<input type="checkbox"/>	Targeted management plans (e.g. Gender Action Plan, Emergency Response Plan, Waste Management Plan, others)		

<p><b>Based on Identified Risks, which Principles/Project-level Standards triggered?</b></p> <p><b>Overarching Principle: Leave No One Behind</b></p> <p><b>Human Rights</b></p> <p><b>Gender Equality and Women's Empowerment</b></p> <p><b>Accountability</b></p> <p><b>1. Biodiversity Conservation and Sustainable Natural Resource Management</b></p> <p><b>2. Climate Change and Disaster Risks</b></p> <p><b>3. Community Health, Safety and Security</b></p> <p><b>4. Cultural Heritage</b></p> <p><b>5. Displacement and Resettlement</b></p> <p><b>6. Indigenous Peoples</b></p> <p><b>7. Labour and Working Conditions</b></p> <p><b>8. Pollution Prevention and Resource Efficiency</b></p>	<input type="checkbox"/>	<input type="checkbox"/>	<p><b>Comments (not required)</b></p>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

### Final Sign Off

Final Screening at the design-stage is not complete until the following signatures are included

Signature	Date	Description
QA Assessor Berkin Erol M&E Officer		UNDP staff member responsible for the project, typically a UNDP Programme Officer. Final signature confirms they have "checked" to ensure that the SESP is adequately conducted.
QA Approver Nurettin Cemil Gokpinar, M&E and Knowledge Management Analyst		UNDP senior manager, typically the UNDP Deputy Country Director (DCD), Country Director (CD), Deputy Resident Representative (DRR), or Resident Representative (RR). The QA Approver cannot also be the QA Assessor. Final signature confirms they have "cleared" the SESP prior to submittal to the PAC.
PAC Chair Mustafa Ali yurdupak ARR (Programme)		UNDP chair of the PAC. In some cases PAC Chair may also be the QA Approver. Final signature confirms that the SESP was considered as part of the project appraisal and considered in recommendations of the PAC.

## SESP Attachment 1. Social and Environmental Risk Screening Checklist

Checklist Potential Social and Environmental Risks		
<b>INSTRUCTIONS:</b> The risk screening checklist will assist in answering Questions 2-6 of the Screening Template. Answers to the checklist questions help to (1) identify potential risks, (2) determine the overall risk categorization of the project, and (3) determine required level of assessment and management measures. Refer to the <a href="#">SES toolkit</a> for further guidance on addressing screening questions.		
<b>Overarching Principle: Leave No One Behind</b>		<b>Answer (Yes/No)</b>
<b>Human Rights</b>		
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?	NO
P.3	Is there a risk that rights-holders (e.g. project-affected persons) do not have the capacity to claim their rights?	NO
<i>Would the project potentially involve or lead to:</i>		NO
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? <sup>16</sup>	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?	YES
<b>Gender Equality and Women's Empowerment</b>		
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
<i>Would the project potentially involve or lead to:</i>		
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? <i>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</i>	NO
P.12	exacerbation of risks of gender-based violence? <i>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.</i>	NO

<sup>16</sup> 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.

<b>Sustainability and Resilience:</b> Screening questions regarding risks associated with sustainability and resilience are encompassed by the Standard-specific questions below		
<b>Accountability</b>		
<i>Would the project potentially involve or lead to:</i>		
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
<b>Project-Level Standards</b>		
<b>Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management</b>		
<i>Would the project potentially involve or lead to:</i>		
1.1	adverse impacts to habitats (e.g. modified, natural, and critical habitats) and/or ecosystems and ecosystem services? <i>For example, through habitat loss, conversion or degradation, fragmentation, hydrological changes</i>	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? <i>For example, construction of dams, reservoirs, river basin developments, groundwater extraction</i>	NO
1.12	handling or utilization of genetically modified organisms/living modified organisms? <sup>17</sup>	NO
1.13	utilization of genetic resources? (e.g. collection and/or harvesting, commercial development) <sup>18</sup>	NO
1.14	adverse transboundary or global environmental concerns?	NO
<b>Standard 2: Climate Change and Disaster Risks</b>		
<i>Would the project potentially involve or lead to:</i>		

<sup>17</sup> See the [Convention on Biological Diversity](#) and its [Cartagena Protocol on Biosafety](#).

<sup>18</sup> See the [Convention on Biological Diversity](#) and its [Nagoya Protocol](#) on access and benefit sharing from use of genetic resources.

2.1	areas subject to hazards such as earthquakes, floods, landslides, severe winds, storm surges, tsunami or volcanic eruptions?	YES
2.2	outputs and outcomes sensitive or vulnerable to potential impacts of climate change or disasters? <i>For example, through increased precipitation, drought, temperature, salinity, extreme events, earthquakes</i>	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)? <i>For example, changes to land use planning may encourage further development of floodplains, potentially increasing the population's vulnerability to climate change, specifically flooding</i>	NO
2.4	increases of greenhouse gas emissions, black carbon emissions or other drivers of climate change?	NO
<b>Standard 3: Community Health, Safety and Security</b>		
<i>Would the project potentially involve or lead to:</i>		
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?	NO
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
<b>Standard 4: Cultural Heritage</b>		
<i>Would the project potentially involve or lead to:</i>		
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
<b>Standard 5: Displacement and Resettlement</b>		
<i>Would the project potentially involve or lead to:</i>		
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? <sup>19</sup>	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
<b>Standard 6: Indigenous Peoples</b>		
<i>Would the project potentially involve or lead to:</i>		
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)? <i>If the answer to screening question 6.3 is “yes”, then Standard 6 requirements apply, and the potential significance of risks related to impacts on indigenous peoples must be Moderate or above.*</i>	NO
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? <i>Consider, and where appropriate ensure, consistency with the answers under Standard 5 above</i>	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? <i>Consider, and where appropriate ensure, consistency with the answers under Standard 4 above.</i>	NO
<b>Standard 7: Labour and Working Conditions</b>		
<i>Would the project potentially involve or lead to: (note: applies to project and contractor workers)</i>		
7.1	working conditions that do not meet national labour laws and international commitments?	NO
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?	NO
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

<sup>19</sup> 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

\* Note: revised July 2022 modifying presumption of risk significance from Substantial or higher to Moderate or higher.

<b>Standard 8: Pollution Prevention and Resource Efficiency</b>		
<i>Would the project potentially involve or lead to:</i>		
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?	NO
8.2	the generation of waste (both hazardous and non-hazardous)?	NO
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? <i>For example, DDT, PCBs and other chemicals listed in international conventions such as the <a href="#">Montreal Protocol</a>, <a href="#">Minamata Convention</a>, <a href="#">Basel Convention</a>, <a href="#">Rotterdam Convention</a>, <a href="#">Stockholm Convention</a></i>	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

## XII. OFFLINE PROJECT RISK REGISTER TEMPLATE

**Project Title:** Strengthening Seasonal Agricultural Capacities in Rural Areas

**Project Number:** NA

**Date:** 25-Nov-24

#	Event	Cause	Impact(s)	Risk Category and Sub-category (including Risk Appetite)	Impact, Likelihood & Risk Level (see Annex 3 Risk Matrix)	Risk Valid From/To	Risk Owner (individual accountable for managing the risk)	Risk Treatment and Treatment Owner
1	There is a risk that policy and legislative changes regarding the status of SUTPs/IPSHA may occur	As a result of political orientation of the government	Which will result in invalidation of Project's employment support modality.	6. REGULATORY (6.1. Changes in the regulatory framework within the country of operation) - UNDP Risk Appetite: CAUTIONOUS	Likelihood: 1 - Not likely Impact: 4 - Extensive Risk level: LOW (equates to a risk appetite of CAUTIONOUS)	From: 01-Jan-25 To: 31-Dec-27	Project Manager	Risk Treatment 1.1: A monitoring system will be established to track policy changes. Regular communication with government stakeholders will be established to stay updated and adapt project plans proactively. Risk Treatment Owner: Project Manager Risk Treatment 1.2: If significant changes occur, the Project Steering Committee will be engaged for prompt intervention and strategizing alternative approaches. Risk Treatment Owner: Project Manager Risk Treatment 1.3: If the policy change signal occurs, the signal will be escalated to the Steering Committee, the Project structure should be revised by the PSC. Risk Treatment Owner: Project Manager

#	Event	Cause	Impact(s)	Risk Category and Sub-category (Including Risk Appetite)	Impact, Likelihood & Risk Level (see Annex 3 Risk Matrix)	Risk Valid From/To	Risk Owner (individual accountable for managing the risk)	Risk Treatment and Treatment Owner
2	There is a risk that DGILF may introduce fee for work permit exemptions for SMAWs	As a result of changes in institutional policy	Which will result in additional costs in the Project budget.	<b>6. REGULATORY (6.1. Changes in the regulatory framework within the country of operation) -UNDP Risk Appetite: CAUTIONOUS</b>	<b>Likelihood: 1 - Not Likely</b> <b>Impact: 4 - Extensive</b> Risk level: <b>LOW</b> (equates to a risk	From: 01-Jan-25 To: 31-Dec-27	Project Manager	<p>Risk Treatment 1.4: A monitoring system to track any changes in work permit conditions will be established. Risk Treatment Owner: Project Manager</p> <p>Risk Treatment 1.5: Engagement with legal experts and government officials will be established for insights and updates. In case of changes, adaptation of the project structure to comply with new legal requirements, ensuring minimal disruption will be made if possible. If necessary, the issue will be escalated to the Project Steering Committee. Risk Treatment Owner: Project Manager</p> <p>Risk Treatment 2.1: Financial structure will be regularly reviewed considering potential changes in costs. Engagement will be done through the Project Steering Committee for financial planning and adjustments if required. Risk Treatment Owner: Project Manager</p>

#	Event	Cause	Impact(s)	Risk Category and Sub-category (Including Risk Appetite)	Impact, Likelihood & Risk Level (see Annex 3 Risk Matrix)	Risk Valid From/To	Risk Owner (individual accountable for managing the risk)	Risk Treatment and Treatment Owner
3	There is a risk that monetary policy-induced adverse macro-economic conditions may emerge	As a result of national and global political and economic developments	Which will result in exchange rate induced additional costs undermining beneficiary targets of the Project.	<b>2. FINANCIAL (2.2. Value for money) - MINIMAL TO CAUTIOUS</b>	Likelihood: <b>3 - Moderately likely</b> Impact: <b>3 - Intermediate</b> Risk level: <b>MODERATE</b> (equates to a risk appetite of <b>EXPLORATORY</b> )	From: 02-Jan-25 To: 31-Dec-27	Project Manager	Risk Treatment 2.2: If the policy change signal occurs, the signal will be escalated to the Steering Committee, the Project structure will be revised by the PSC. Risk Treatment Owner: Project Manager  Risk Treatment 3.1: UNDP will regularly monitor economic indicators and assess potential impacts on the project's financial and operational aspects. Risk Treatment Owner: Project Manager  Risk Treatment 3.2: Effective communication will be maintained with government stakeholders and engagement with the Project Steering Committee for timely financial planning and adjustments will be done. Risk Treatment Owner: Project Manager  Risk Treatment 3.3: When deemed necessary, development of contingency plans to adapt project activities and budgets in response to economic fluctuations, ensuring the

#	Event	Cause	Impact(s)	Risk Category and Sub-category (including Risk Appetite)	Impact, Likelihood & Risk Level (see Annex 3 Risk Matrix)	Risk Valid From/To	Risk Owner (individual accountable for managing the risk)	Risk Treatment and Treatment Owner
4	There is a risk of rising social tension among the host community members and SUTP/ IPSHA	As a result of disinformation, false perceptions, and lack of awareness	Which may halt or stagnate project interventions in the selected locations.	<b>1. SOCIAL AND ENVIRONMENTAL (1.1. Human rights) - UNDP Risk Appetite: CAUTIOUS</b>	Likelihood: <b>4 - Highly Likely</b> Impact: <b>3 - Intermediate</b> Risk level: <b>MODERATE</b> (equates to a risk appetite of <b>EXPLORATORY</b> )	From: 01-Jan-25 To: 31-Dec-27	Project Manager	continuity and effectiveness of the project despite economic challenges will be conducted. Risk Treatment Owner: Project Manager Risk Treatment 4.1: Conduct continuous monitoring of social sentiments to identify and address potential concerns proactively. 4.2: Implement culturally sensitive and customized communication and visibility activities to foster understanding, collaboration, and community support. 4.3: Develop and apply clear criteria for selecting project locations to ensure suitability and minimize potential risks. 4.4: Prepare a comprehensive stakeholder engagement plan to promote inclusive and effective participation. 4.5: Engage influential community figures, such as muftars, imams, leaders of SMAW groups, and

#	Event	Cause	Impact(s)	Risk Category and Sub-category (Including Risk Appetite)	Impact, Likelihood & Risk Level (see Annex 3 Risk Matrix)	Risk Valid From/To	Risk Owner (individual accountable for managing the risk)	Risk Treatment and Treatment Owner
5	There is a risk that SMAW shelter infrastructure and common use areas to be constructed by the project may be jeopardized	As a result of faulty project design triggering damages caused by potential seismic activity/earth quakes, floods, fires, etc. in the selected project locations	Which will impact in potential loss of life and damage on property.	<b>1. SOCIAL AND ENVIRONMENTAL (1.5. Climate change and disaster risks) - UNDP Risk Appetite: CAUTIOUS</b>	Likelihood: <b>1 - Not Likely</b> Impact: <b>4 - Extensive</b> Risk level: <b>LOW (equates to a risk appetite of MINIMAL)</b>	From: 01-Jan-25 To: 31-Dec-27	Project Manager	Risk Treatment 5.1: UNDP will ensure incorporation of UNDP SES standards and compliance with national legislation on flood/earthquake-resilient, fire resistant, construction in the design and implementation of works contracts by ensuring the buildings are constructed to withstand severe seismic activities, lightning, electrical fires, to drainage challenges specific to project location. Risk Treatment Owner: Project Manager
								crew leaders, to build trust and facilitate cooperation. 4.6: Organize de-mystification and awareness-raising sessions to address misconceptions, enhance transparency, and strengthen stakeholder confidence. Risk Treatment Owner: Project Manager

#	Event	Cause	Impact(s)	Risk Category and Sub-category (including Risk Appetite)	Impact, Likelihood & Risk Level (see Annex 3 Risk Matrix)	Risk Valid From/To	Risk Owner (individual accountable for managing the risk)	Risk Treatment and Treatment Owner
6	There is a risk that construction workers may become injured or harmed during implementation of works contracts	As a result of lack of awareness on and improper enforcement of occupational health and safety measures	Which will impact in cancellation/delays in project activities, filing of lawsuits against project partners, and reputational risks for UNDP	<b>1. SOCIAL AND ENVIRONMENTAL (1.10. Labour and working conditions) - UNDP Risk Appetite: CAUTIONOUS</b>	Likelihood: <b>1 - Not Likely</b> Impact: <b>3 - Intermediate</b> Risk level: <b>LOW (equates to a risk appetite of MINIMAL)</b>	From: 01-Jan-25 To: 31-Dec-27	Project Manager	Risk Treatment 6.1: UNDP will ensure incorporation of UNDP SES standards and compliance with national legislation on occupational health and safety in the design and implementation of works contracts by ensuring workers and contractors are informed on potential OHS risks and measures with all necessary measures taken to minimize OHS risks at the construction site Risk Treatment Owner: Project Manager





## MINUTES OF THE LPAC MEETING

### Strengthening Seasonal Agricultural Capacities in Rural Areas

**PAC DATE:** 20 December 2024

**PROJECT NAME:** Strengthening Seasonal Agricultural Capacities in Rural Areas

**IMPLEMENTING PARTNER:** Ministry of Agriculture and Forestry

**START DATE:** 01 January 2025

**END DATE:** 31 December 2027

**TOTAL RESOURCES:**

-TRAC (AMOUNT): USD 0

-DONOR (NAME AND AMOUNT): European Union, USD \$14,154,186.21

-GOVERNMENT (NAME AND AMOUNT): NA

-IN KIND (NAME AND AMOUNT): NA

-GMS (RATE AND AMOUNT): USD \$544,391.78

**CONTRIBUTING OUTCOME:** Outcome #1.3: By 2025, people under the Law on Foreigners and International Protection are supported towards self-reliance.

**INDICATIVE OUTPUTS:**

Output 1.1. Displaced populations are equipped with the knowledge and skills to engage in the socioeconomic life of their host community.

Output 1.4. Sustainable job opportunities created for displaced populations and host communities.

**BRIEF INFORMATION ON THE PROJECT:**

Since 2014, Türkiye has been the world's leading host of refugees, currently sheltering nearly 4 million individuals, including 3.2 million Syrians under temporary protection. Despite substantial EU-funded social and financial aid, many refugees remain reliant on informal employment and struggle to meet basic needs. Building on the lessons from previous EU initiatives under the Facility for Refugees in Türkiye (FRiT), the proposed project prioritizes a shift from humanitarian assistance to sustainable

livelihoods by enhancing employability, fostering entrepreneurship, and addressing labour market challenges to create formal, long-term job opportunities.

Focusing on rural development, the Project aims to improve sustainable livelihoods and formal employment for both refugees and host communities. Specifically, it targets the employment status, employability, and working conditions of Syrian Men and Women Agricultural Workers (SMAWs) while boosting the business viability of agricultural enterprises and cooperatives/agricultural organizations. Key outputs include registering SMAWs in the Work Permit Exemption System, delivering employability support services, providing business development assistance, and improving SMAWs' working conditions.

**DISCUSSIONS:**

***The members reached a unanimous agreement on taking the necessary steps to initiate the project implementation. Additionally, they provided valuable recommendations and insights to ensure the effective execution of the project.***

**Strategic:**

The project responds directly to the current socio-economic challenges in Türkiye, offering a comprehensive approach to recovery and sustainable development. By focusing on skill development in agriculture and husbandry, and aligning with national recovery plans, the project aims to make a significant impact on the lives of refugees and host communities in the targeted regions. This holistic approach ensures the Project's relevance to key strategic objectives and its potential for impactful.

The project will be primarily implemented through a responsible party agreement by UNDP and the Turkish Red Crescent (TRC), capitalizing on TRC's extensive field presence and recent experience in labour integration within the agriculture and husbandry sector. The activities under this project will be executed with specific methodological aspects pertinent to each area of intervention in mind. The joint development of strategies and tools by UNDP and TRC in coordination with the MoAF will be a cornerstone of this process, ensuring an approach that is both comprehensive and targeted. The methodologies employed will leverage TRC's on-the-ground insights and capabilities, ensuring interventions are contextually relevant and effectively address the nuances of the agriculture and husbandry sector.

**Relevant:**

Türkiye has been the world's leading host of refugees since 2014, with nearly 4 million registered refugees, including 3.2 million Syrians under temporary protection. Despite various forms of social and financial aid, primarily funded by the EU, many refugees face significant challenges, including reliance on informal employment, limited access to work permits, and an inability to meet basic needs. The urgency to transition from humanitarian assistance to sustainable employment is paramount.

Building on previous EU Facility for Refugees in Türkiye (FRiT) initiatives, the proposed project focuses on fostering sustainable livelihoods, especially through demand-driven labor market interventions. It prioritizes agriculture and husbandry, aligning with national and EU frameworks for rural development and climate-resilient food systems. Key activities include training in modern agricultural practices, financial and technical support for small enterprises, and improving work environments. These efforts aim to reduce informal employment, improve working conditions, and enhance socio-economic resilience for refugees and host communities.

The project integrates principles of decent work, social inclusion, and gender equality, addressing systemic barriers and promoting formal employment. By creating sustainable job opportunities, empowering target groups, and fostering community resilience, the initiative aspires to achieve socio-economic independence and long-term integration for vulnerable populations in Türkiye.

### ***Social and Environmental Standards:***

The project demonstrates a strong commitment to advancing gender equality and empowerment within its framework, aligning closely with the EU Gender Equality Strategy (2020–2025) and UNDP's Gender Equality Strategy for 2022–2025. In particular, it supports efforts to close gender gaps in the labor market and foster gender-equal and sustainable economies, consistent with SDG 5 – Gender Equality. This focus also complements Türkiye's 12th National Development Plan, which prioritizes the empowerment of women in employment and labor markets, emphasizing equal opportunities for men and women.

The project adopts a range of strategies to mainstream gender equality. It emphasizes equitable participation, gender-balanced leadership, and inclusive decision-making processes. Women's needs are specifically addressed through tailored programs, participatory assessments, and the creation of safe and inclusive training environments. These efforts ensure that women have equal opportunities in training, employment support, and business development activities. Furthermore, the collection and analysis of gender-disaggregated data will guide the project's interventions, ensuring they effectively address gender disparities and raise awareness of the importance of gender equality in the labor market.

To mitigate barriers faced by women, the project integrates gender-specific needs into its design and sets clear targets for women's engagement. Capacity-building activities for partners and stakeholders further support these efforts, contributing significantly to gender equality and ensuring that both women and men benefit equally from the project's initiatives.

At its core, the project also focuses on promoting equal opportunities for all, advancing the decent work agenda as outlined by the International Labour Organization. By supporting the rights of refugees and host communities, it seeks to reduce inequalities and foster inclusiveness. Through awareness-raising and training activities, workers and employers will be informed about international labor standards, decent work principles, and administrative processes, including work permits. Interactive workshops and accessible materials empower participants, while inclusive measures, such as sign language services, ensure accessibility for people with disabilities.

Aligned with the Sustainable Development Goals (SDGs), the project contributes to inclusive education (SDG 4), gender equality (SDG 5), and sustainable economic growth with decent work (SDG 8). It also supports the Global Compact on Refugees by promoting refugee self-sufficiency and reducing the burden on host countries. Regionally, the project aligns with the 3RP framework, expanding livelihood opportunities for Syrian refugees and host communities in Türkiye.

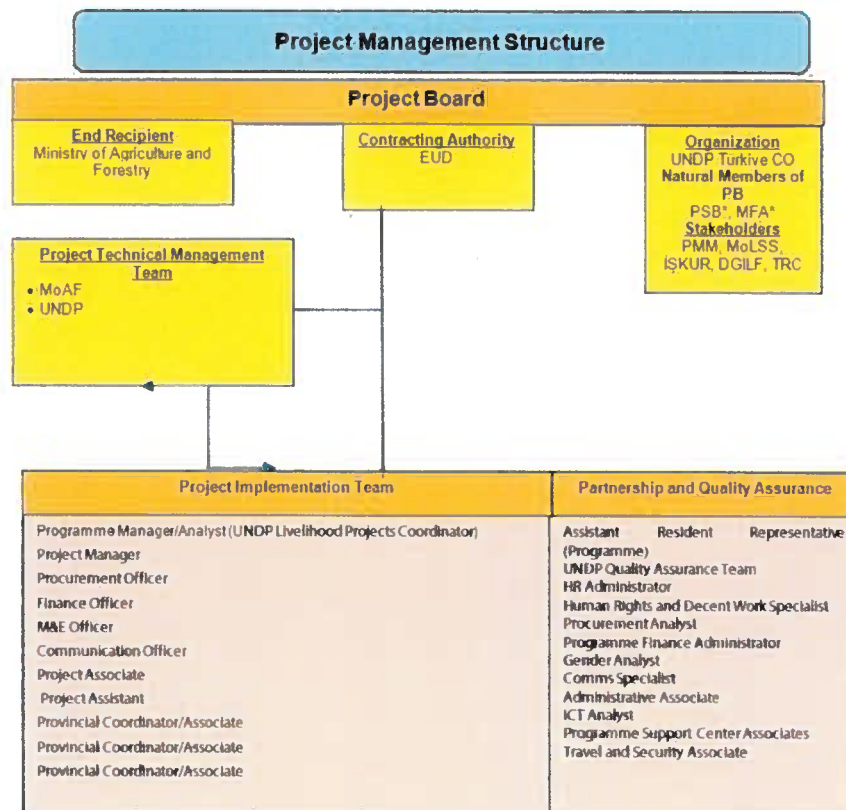
Environmental sustainability is another critical focus. The project addresses the risks faced by seasonal agricultural workers, particularly those exposed to hazardous chemicals like pesticides. It emphasizes training farm owners and workers on safe pesticide use, ecological impacts, and proper waste management practices. The improper disposal of agricultural plastics, which contributes to soil pollution and microplastic contamination, is also tackled through awareness initiatives and sustainable solutions.

UNDP's extensive experience and innovative approaches ensure that temporary shelters and water infrastructure solutions are environmentally friendly and resilient, taking into account the high mobility and temporary nature of the target populations. By leveraging lessons learned from past projects, the initiative enhances its effectiveness while addressing critical challenges related to environmental health, food safety, and sustainable agricultural practices.

Through these comprehensive and integrated measures, the project not only advances gender equality and decent work but also supports sustainable development, leaving no one behind while fostering long-term resilience and inclusion.

### ***Management and Monitoring:***

The project management structure has been defined as following:



A Project Board (PB, also called Project Steering Committee) with representation from MoAF, TRC, Presidency of Strategy Budget, Ministry of Foreign Affairs, Ministry of Labor and Social Security, Presidency of Migration Management, EUD and UNDP will be set up to guide and oversee the implementation of the project. The PB will jointly decide on the critical aspects of the project, including possible synergies with other ongoing initiatives in the region. PB will also be monitoring the results achieved with the project by holding PB meeting twice a year.

**Efficient:**

The project proposal has a budget plan in detail and the LPAC found it reasonable.

**Effective:**

The primary aim of the Project is to improve sustainable livelihood and formal employment for refugees and host communities in Türkiye. Specific objective is set to achieve this overarching goal:

Support for Rural Development: Improved employment status, employability, and working conditions for SMAWs in selected areas, and improved business viability capacity for businesses and cooperatives/agricultural organizations. Following key outputs are determined in pursuit of these objectives:

Output 1.1: SMAWs are registered in the Work Permit Exemption System.

Output 1.2: Employability capacity development and support services are provided to SMAWs working in agriculture.

Output 1.3: Business development support is provided to businesses and agricultural organizations.

Output 1.4: Working conditions of SMAWs are improved.

***Sustainability and National Ownership:***

Ministry of Agriculture and Forestry is the IP of the project, and the other stated relevant parties will take place in the implementation as well. TRC will be the Responsible Party and take active role in the implementation. Ministry of Foreign Affairs and Presidency of strategy and Budget are the members of the LPAC.

The project aims to achieve sustainable, long-term impacts by enhancing employability, fostering private sector engagement, and strengthening institutional and policy frameworks. It prioritizes training programs, private sector collaboration, and capacity building in the agricultural sector to stimulate local economies and improve service delivery. Emphasis is placed on inclusive approaches that integrate diverse groups into the labour market, fostering social cohesion and resilience.

Sustainability is embedded in the project design, ensuring beneficiaries gain versatile skills applicable across various sectors. Support for agricultural businesses and cooperatives is paired with the development of tailored policy tools to guide future interventions. By leveraging lessons learned and creating replicable models, the project extends its impact beyond its immediate scope, promoting sustained employment, rural development, and social integration in Türkiye.

***RECOMMENDATIONS:***

***Determination of Project Pilot Provinces:***

- A workshop with İŞKUR field staff should be organized to identify potential pilot provinces.
- Utilize data from the Presidency of Migration Management (PMM), conduct field visits, and consult relevant stakeholders to align the selection process with policy objectives.
- Conduct comprehensive needs assessments and comparative analyses to inform province selection, considering population density and service delivery capacity.

***Stakeholder Inclusion:***

- Ensure the active involvement of PMM's International Protection and Cohesion Departments in processes such as province determination.
- Guarantee PMM's participation in all national-level events and meetings where the European Union Delegation (EUD) is present.

***Target Group Allocation:***

- Adhere to a 50/50 allocation between host community members and foreign beneficiaries, with flexibility for adjustments based on developments such as increased voluntary returns.

***Grant Distribution and Financial Planning:***

- Establish clear and transparent criteria for grant allocation and cost-sharing mechanisms, ensuring flexibility in documentation to allow minor adjustments without necessitating contractual amendments.

***Mainstreaming the Gender Equality:***

- Since women play a central role in agricultural production, but their informal employment rate is at the level almost 90%, comprehensive gender equality action plan for both project components should be developed.
- Prioritize the reduction of informal employment among women in agriculture and strive to exceed established targets for female participation.

***Leveraging Partner Expertise:***

- Incorporate the expertise and experiences of implementing partners, including IŞKUR, the Ministry of Agriculture and Forestry (MoAF), and the Turkish Red Crescent (Kızılay), into project design and implementation.
- Ensure that MoAF and Kızılay's service capacities are appropriately aligned with the needs of selected provinces.

***Alignment of Vocational Training Programs:***

- Design vocational training programs that are closely aligned with the existing fields of work of migrant workers, ensuring practical relevance and efficiency.
- Include support for agricultural unions to strengthen sectoral capacities, as recommended by MoAF.

***Social Security for Agricultural Workers:***

- Address the challenges related to social security for agricultural workers by designing interventions that foster measurable outcomes in this area.

***Resource Optimization and Coordination:***

- Avoid overlap and competition with other field projects by ensuring efficient use of resources.
- Engage all stakeholders in monitoring and evaluation processes to maintain transparency and alignment with national migration policies.

***Adaptability to External Developments:***

- Remain responsive to external developments, such as those in Syria, by allowing for necessary adjustments to project plans and activities to sustain operational efficiency.

***Technical Preparations and Tools Development:***

- Host technical meetings to finalize the profiling system, tools, and fieldwork methodologies required for efficient project implementation.



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## United Nations Development Programme

### Skills Development for Improved Employability Project Strengthening Seasonal Agricultural Capacities in Rural Areas Project Local Project Appraisal Committee (LPAC) Meeting

### Geliştirilmiş İstihdam Edilebilirlik İçin Yetenek Geliştirme Projesi Kırsal Alanlarda Mevsimsel Tarımsal Kapasitelerin Güçlendirilmesi Projesi Yerel Proje Değerlendirme Komitesi (LPAC) Toplantısı

Participant List/ Katılımcı Listesi  
20 December 2024 / 20 Aralık 2024  
Ankara

No.	Ad-Soyad	Ünvan	Kurum	İmza
1	Eda Gök YİTEREK	Koordinatör	TRC	E. Gök
2	Mehmet Altın Sarıulu	Program Yöneticisi	TRC	M. Sarıulu
3	Nihan Ünal	Risk ve Finans Yöneticisi	TRC	N. Ünal
4	Yeyzel GALKA	PİDİK Kıdemli Yöneticisi	TRC	Y. Galka
5	Edra FETTAHOĞLU	RBM & QA Analyst	UNDP	E. Fethoğlu
6	Nazlı DÜLGER ÖRTÜCÜ	Proje Sorumlusu	UNDP	N. Dülgör
7	Isıl Erdemli	İnsan Halkları Uzmanı	UNDP	I. Erdemli
8	Keren Senol	Proj. Yöneticisi	UNDP	K. Senol



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### United Nations Development Programme

No	Yigit CREW	Project Assistant	UNDP	Signature
9	Berkin Erol	Project Associate (MPE)	UNDP	[Signature]
10	Dr. Bulket EROL	AKK-P	Tarım ve Orman Sak.	[Signature]
11	MUSTAFA A. YURDURAK	Project Coordinator	UNDP	[Signature]
12	Arzu Kasimlar	Strateji ve Politika Uzmanı	SBS	[Signature]
13	Gözde DALIRAN	Strateji ve Politika Uzmanı	SBS	[Signature]
14	Mert Can SELVER	Strateji ve Politika Uzmanı	SBS	[Signature]
15	Aşkın GFTİNKAYA	İKUR İhtida Uzmanı	İKUR	[Signature]
16	Can ALKAN	İKUR D.B	İKUR	[Signature]
17	Mehmet ACTUN	GSCB - Gali Uzman	GSCB	[Signature]
18	Tunon TURKIL	UNDP - TONS. ESHİĞİ Uzman	UNDP	[Signature]
19	Aslı GÖBEN	CSEB - UIGM Uzman	UIGM	[Signature]
20	Ayhan ERDOĞAN	GSCB - DIABGM / AB	GSCB - DIABGM	[Signature]
21	HAYLA TEHRİ	FREIT Coord - TR / <sup>Sektör</sup> / <sup>Yarın</sup>	FREIT Coord. - TR	[Signature]
22	Nurden Saykan	''	''	[Signature]
23	Hilal KARALUĞU	''	''	[Signature]
24				

**United Nations Development Programme**

25	Ercan A. CURE	ASUTMAN	GSGS-DIAGM	<i>[Signature]</i>
26	Erdoğan URSALAN	" "	" "	<i>[Signature]</i>
27	Mahmut Karahmedoğlu	Daire BŞE	GSGB-DIGM	<i>[Signature]</i>
28	Fatih ERSOY	Tarım ve Orman Bakanlığı	Daire Başkanlığı	<i>[Signature]</i>
29	A. Eren ERİM	DAİRELERİ BAKANLIĞI - ve Kuruluşları	III. Katip	<i>[Signature]</i>
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Stakeholder name and mandate	Interest at stake in the project	Effect of project on interest	Importance of stakeholder to project	Influence of stakeholder on project	What specific role they play in the project	How will they be included
EUD The European Union Delegation to Türkiye represents the EU in Türkiye. EUD promotes EU values, supporting Türkiye's EU accession process, and fostering diplomatic, political, and economic cooperation between the two. Its mandate includes managing EU financial assistance, overseeing the implementation of EU policies, promoting human rights and democratic reforms, and coordinating the EU's response to regional and global challenges such as migration and security. The Delegation also facilitates trade relations, public diplomacy, and cultural exchange, while working closely with Turkish authorities to align Turkey's policies with EU standards across various sectors.	The Donor In line with EUD's mandate, the institution manages the EU financial assistance to Türkiye. EUD is the donor institution of the Project. It is responsible for the overseeing the implementation of this Project.	+	5	5	EUD as representative of the EU, will contribute to the implementation of this project in the following aspects: Follow and monitor activities and deliverables as well as the evaluation for this programme; Participate in the PB meetings; Attend and represent the EU in activities and other actions during the implementation of the project; Provide advice and guidance for the purposes of improving and strengthening further the project's expected results. EUD approves Project Progress Reports	Through monitoring visits, Through Project Progress Reports, Through Technical Meetings Conducted in Every Two Months Through Steering Committee Meeting (Project Board Meetings). The Donor will be informed, consulted, engaged, or actively collaborated with through various means, including participation in events, email communication, phone calls, and formal correspondence.
MoAF in Türkiye holds a critical mandate in ensuring sustainable agricultural development, safeguarding food security, and managing the country's rich forestry and water resources. The Ministry oversees policy formulation, implementation, and regulation across agriculture, livestock, fisheries, and rural development sectors, aligning these activities with Türkiye's national development priorities and international commitments. MoAF also plays a pivotal role in advancing environmental sustainability by promoting climate-smart agricultural practices, combating desertification, and preserving biodiversity. Furthermore, the Ministry manages water resources for irrigation, drinking, and industrial purposes, ensuring their sustainable use and conservation. Through its comprehensive programs, MoAF supports farmers and rural communities, enhances the productivity and competitiveness of the agricultural sector, and contributes to the socio-economic development of Türkiye.	End Beneficiary & Implementing Partner of UNDP	+	5	5	As main implementing partners of the Project, MoAF will be closely involved in implementing this Project in cooperation with the UNDP and will be responsible for, among others; Contributing to the initiating of the Project and further carrying out all activities in line with the Project work plan;	The MoAF will be involved through monitoring visits, Through Project Progress Reports Through Steering Committee Meeting (Project Board Meetings) Technical Meetings Conducted in Every Two Months
PMM Presidency for Migration Management (PMM) is the organization responsible for migration management in Türkiye (including visas, residence permits, asylum applications, deportation, readmission, integration, etc.), and is mandated by law to approve and coordinate all projects related to migration implemented in the country by any institution. It is the secretariat of the Migration Board, which is chaired by the Minister of Interior and comprised of the Deputy Ministers from all the line ministries as the main inter-institutional coordination mechanism with regard to migration policy development.	Presidency for Migration Management (PMM) National Mandate - The coordination role of the PMM is crucial for ensuring alignment between the Project and Türkiye's national refugee response and migration policies, especially considering challenges such as limited local capacities and the necessity for harmonization with existing governmental mechanisms.	+	4	4	In this regard, PMM will ensure alignment between the Project and Türkiye's national refugee response and migration policies, especially considering challenges such as limited local capacities and the necessity for harmonization with existing governmental mechanisms. In addition, as it is the leading institution as regards the expenditure of EU funds in the area of migration management, PMM will be offering guidance and expertise to strengthen the Project's relevance and impact within the existing governmental framework and providing guidance for the implementation and further improving and strengthening the Project's expected results.	As a Project Board member and will be invited to the technical meetings. The PMM will be informed, consulted through various means, including participation in events, email communication, and formal correspondence.
DGILF (MoLSS) DGILF is a leading institution in Türkiye's governance and regulation of labour migration and is responsible for issuing work permits to ensure the inclusion of international workers in the Turkish labour market; providing technical and administrative support to migrants to help navigate government regulations; and leading inter-agency coordination on labour migration issues.	End beneficiary National Mandate - DGILF is the end beneficiary of the Project. The legalization of the labor status of SuTP/IPSHA, achieved through the Project's contribution, will be overseen by the institution.	+	5	5	In this regard, DGILF will be responsible for facilitating the work permit and work permit exemptions for the beneficiaries of the Project; and the "Skills Development for Improved Employability" Project under the same intervention will support the DG through the strengthening of the work permit automation system to serve for the development of international labour force policies in Türkiye. In addition, DGILF will also lead and guide the Project Team and partners to have a coordinated response for employment and particularly promote a skilled, trained, and adaptable workforce as well as labour market that is responsive to economic changes to achieve the objectives of the Project.	As a Project Board member and will be invited to the technical meetings. The DGILF will be informed, consulted through various means, including participation in events, email communication, and formal correspondence.
The TRC is actively involved in social welfare programs, supporting vulnerable groups such as refugees, displaced persons, and communities affected by poverty or crises. Additionally, the organization promotes blood donation campaigns, health education, and capacity-building initiatives to strengthen resilience at the community level. As an auxiliary to public authorities, TRC collaborates closely with governmental institutions, international organizations, and civil society to deliver its mission effectively while contributing to Türkiye's humanitarian landscape.	The Turkish Red Crescent (TRC) has a vested interest in contributing to the improved living and working conditions of seasonal agricultural workers and their families, aligning with its mission to provide humanitarian assistance and support vulnerable groups. By leveraging its field capacity and operational expertise, TRC aims to strengthen its role as a key partner in addressing social and economic disparities. Additionally, the Project offers TRC an opportunity to expand its impact in pilot provinces, enhance inter-agency collaboration, and demonstrate its commitment to sustainable development and social resilience.	+	5	5	The Turkish Red Crescent (TRC) will play a pivotal role in the successful implementation of the Project, leveraging its extensive field capacity and operational presence across the pilot provinces. In close coordination with the Ministry of Agriculture and Forestry (MoAF)—the Project's primary implementing partner and beneficiary—TRC is expected to mobilize its robust human resources and infrastructure at both provincial and district levels. These efforts will ensure effective stakeholder engagement and seamless execution of Project activities. To formalize this collaboration, a Responsible Party Agreement will be signed between TRC and UNDP.	As a Project Board member, TRC will actively participate in technical meetings. UNDP will be closely involved in the day-to-day monitoring of activities implemented by the partner to ensure alignment with project objectives and effective execution and provide ongoing oversight. As a responsible partner the TRC will be informed, consulted, engaged, or actively collaborated with through various means, including participation in events, email communication, phone calls, and formal correspondence.
DGL (MoLSS) supports the registration and documentation of seasonal workers, enabling their inclusion in formal employment frameworks. Through awareness campaigns, inspections, and partnerships, DG Labour aims to enhance the living and working conditions of seasonal workers while contributing to Türkiye's broader goals of decent work and social equity.	Project stakeholder DGL (MoLSS) serves as the legally mandated coordinating body for Seasonal Agricultural Settlements.	+	5	5	UNDP will cooperate with the Ministry of Labour and Social Security, DG Labour for the implementation of improvement and evaluation of selected seasonal agricultural settlements and needs assessment, and development of models activity.	As a Project Board member and will be invited to the technical meetings. The DGL will be informed, consulted through various means, including participation in events, email communication, and formal correspondence.