



Country: Timor-Leste

Initiation Plan

Project Title: Supporting Entrepreneurship and Employment for Women and Youth (SEEWAY)

Expected UNSDCF/CP Outcome 1: By 2025, institutions and people throughout Timor-Leste in all their diversity, especially women and youth, benefit from sustainable economic opportunities and decent work to reduce poverty.

Expected CPD Output(s):

Output 1.1: Young men and women have improved access to sustainable economic opportunities.

Output 1.2: Vulnerability to multidimensional poverty reduced and livelihood opportunities increased, especially among rural/coastal communities

Initiation Plan Start/End Dates: January 1, 2021 – June 30, 2022

Implementing Partner: UNDP Timor-Leste

Brief Description

The COVID-19 pandemic has taken a heavy toll on the Timor-Leste economy where poverty is 30%, multidimensional poverty is 46%, 20.3% of youth are not in employment, education nor training, and the economy is projected to be contracting by 6.8% because of COVID-19. The lack of approved state budget in 2020 constrained public spending significantly and also shrunk the already very small private sector. This project is a response to this current situation in Timor-Leste where employment opportunities have been further constrained due to the impact of COVID, where MSMEs have been significantly impacted and need support for recovery, and where assistance for the unemployed young men and women is required to enhance their employability and readiness for labour market. This project will focus on the following to contribute to the economic response and green recovery: (i) micro, small and medium enterprises will be better prepared to recover from the impacts of COVID; (ii) women, people with disability, poor, and unemployed youth have additional income and employment opportunities; (iii) follow up COVID-19 Socio-economic Impact Assessment conducted, and findings shared.

<p>Programme Period: January 1st, 2021 – June 30th, 2022</p> <p>Atlas Project Number: _____</p> <p>Atlas Output ID: _____</p> <p>Gender Marker: <u>2</u></p>	<p>Total resources required: USD 600,000</p> <p>Total allocated resources: USD 600,000</p> <ul style="list-style-type: none"> • Regular <ul style="list-style-type: none"> UNDP 04001: USD 600,000 • Other: <ul style="list-style-type: none"> ○ Donor: _____ ○ Donor: _____ ○ Government: _____ <p>Unfunded budget: _____</p> <p>In-kind Contributions: _____</p>
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Agreed by UNDP:

Lazima Oula-Bhatta

29 Dec 2020

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I. PURPOSE AND EXPECTED OUTPUT

Timor-Leste has 30% of the population living below the national poverty line and 46% living in multidimensional deprivation and poverty. 70% of Timor-Leste's population live in rural areas, most of whom (64.2%) are dependent on subsistence agriculture – poverty among rural population is particularly high. According to UNFPA, 78% of the people between the age of 15 to 64 were not employed (or economically active), of which around 36% were youth aged 15 to 24 years. Unemployment among youth is notable – Timor-Leste is the country with 74% of population under 35 (Census 2015), and 20.3% of the youth population aged 15-24 (Labour Market Outlook 2018) is not engaged in employment, education, or training (NEET). The economic prospects for 2020 have been negatively impacted by the lack of state budget for 2020 due to political uncertainty, public spending constrained for most of the year due to duodecimal spending regime in place, and global COVID-19 outbreak. The World Bank has estimated a GDP contraction of 6.8% in 2020 for Timor-Leste (World Bank, October 2020). COVID-19-related factors have negatively impacted small farmers, people living in remote areas, urban settlements with limited infrastructure, and Micro, Small and Medium Enterprises (MSMEs), and amplified the challenges caused by climate change, inadequate social safety net and poor governance.

According to the UN joint Socio-Economic Impact Assessment (SEIA 2020) of COVID-19, income loss was recorded for most households and MSMEs, for the youth, elderly people, vulnerable and the poor. The percentage of households without any form of income has increased considerably in just a few months. More than half (56.6%) of all households have had to survive without revenue as of July 2020, compared to 18.3 percent before the state of emergency and 59% of people who had an income prior to the crisis, had lost it during the crisis. Number of vulnerable households without an income increased four times. At least 1 in every 4 households had someone in their household who lost their job because of restrictions placed to control the spread of COVID-19. Among the survey areas, youth unemployment was extremely high with only 12.3% at work, 83% of persons with disability were economically inactive, and 17.4% women (compared to 2.3% men) were economically inactive because of household work and providing care to others. Moreover, 34% of women (compared to 20% of men) indicated that they spent more time on household chores including increased child care responsibilities. Many households, especially those with limited financial resources, are not able to cope with these losses. Another key finding of SEIA is that the non-vulnerable households benefited the most from the available support services - cash transfer, food, voucher—and the vulnerable households received the least amount of benefits due to limited social networks and access to information. Thus, one of the key recommendations of SEIA is to have longer-term and targeted assistance to the vulnerable groups, including those living in an institutional setting such as orphanages and shelters.

Impact of COVID-19 on MSMEs has been destructive in the last few months. According to the SEIA, 81 % of MSMEs reported a loss of income during the lockdown. Due to drops in income, some businesses, 26%, also reported difficulty in paying staff wages and tried to cope by reducing staff hours or suspending their contracts temporarily. Employers expressed great concern over their inability to support their regular employees. Women faced hardships more often than men - more women were laid off (61%, compared to 39% of men), both as a set of all those dismissed, and as a proportion of the women employed before the pandemic (13% of women and 3% of men lost their jobs by this measure).

In terms of unemployment, the 2018 Timor-Leste Labour Market Outlook shows an estimated 31,000 people enter the working age group every year, but only around 2000 new jobs are created. This means that around 29,000 people have no formal employment opportunities. The [4th National Human Development Report](#) revealed that 25% unemployed youth are not looking for jobs because they are discouraged by the difficulty of finding work. The 2017 Enterprise and Skills Survey also shows that there is a mismatch between labour demand and supply. Young people also lack Core Employability Skills (CES) as these skills can only be obtained through on-the-job training and work experience. Therefore, first time jobseekers are likely to find themselves at a substantially disadvantaged position when competing for increasingly scarce employment opportunities. This Survey reveals that employers value 'soft' skills and 20% of employers believe that their employees lack skills in oral communication, followed by teamwork (18.10%), management responsibility/taking leadership (10.40%), and taking initiative (9.20%), and customer handling (8.40%).

Given this context in Timor-Leste, a long-term investment in human capital is needed to produce skilled human resources to meet the labour market demand—something that is beyond the scope of this proposal. However, in the short-term, many initiatives can be taken to prepare youth with the required soft skills, have greater access to the right information, enhance their readiness for the work world through internships/mentorships and meet the labour market demand. At the same time, more efforts are needed to develop MSMEs to increase employment and income opportunities particularly for women, people with disability, unemployed youth, poor and vulnerable communities. Also, a follow-up socio-economic impact assessment will be useful to evaluate the situation in 2021 that can inform the policy decisions and budgets.

Against this background, UNDP has developed this Initiation Plan for this project and the following are the expected outputs and associated activities:

Output 1: Micro, Small and Medium Enterprises are able to recover from the impacts of COVID-19

- 1.1. Experts deployed to provide technical support and policy advice to BNCTL and MTCI on making the loan guarantee scheme operational;
- 1.2 Support to MSMEs is provided to ensure eligibility and preparedness for the soft loans from BNCTL.

Output 2. Women, people with disability, poor, and unemployed youth have additional income and employment.

- 2.1.1. Business development specialist for training, incubation and development support is deployed;
- 2.1.2 Resource and market analysis studies conducted;
- 2.1.3 Technology and other support to groups to start income opportunities is rendered
- 2.1.4 TOTs, workshops and trainings
- 2.1.5 Business development specialist and coordinator (18 months; SB4 Peg 2)

- 2.2.1. Outreach campaigns to universities and potential host institutions (travel, communications, events, meetings) are conducted;
- 2.2.2 Pre-internship training, workshops, peer-to-peer learning sessions, events are held;
- 2.2.3 On-the-job training for 80 male and female youth rolled out;
- 2.2.4 Internship programme coordinator (18 months; SB3 Peg 3) is deployed to run the internship component.

Output 3. Follow up COVID-19 Socio-Economic Impact Assessment

- 3.1.1 Experts are deployed to design the study, conduct a survey and write the report;
- 3.1.2 Data collection and training of enumerators is conducted;
- 3.1.3 Report production, launch, printing activities are carried out.

Theory of Change

The theory of change behind this proposal is that if holistic support for business development, including training, incubation, technology, marketing, and access to finance is provided, potential and existing entrepreneurs can recover from COVID impacts and can create income opportunities for themselves and others, and if college educated youth are provided with on-the-job training through internships, they will be better prepared with the right skills to match the labour market demands.

Output 1: Micro, Small and Medium Enterprises are able to recover from the impacts of COVID-19

The SEIA findings reveal that micro, small and medium enterprises (MSMEs) need financial assistance in the form of loans, grants or direct inputs (e.g. agricultural inputs) for recovery. Through this project, UNDP will support both the demand and supply side of ensuring access to finance.

UNDP has already been supporting the Ministry of Tourism, Commerce and Industry (MTCI) and National Commercial Bank of Timor-Leste (BNCTL) to establish a loan guarantee facility based on a comprehensive assessment of the demand and supply aspects of access to finance. This facility was launched in September 2020 with the aim of de-risking loans (guarantees for collaterals) and lowering the interest rate down to 3% (from the weighted average lending rate of 12%) for start-up and social enterprises that otherwise would not qualify for bank loans. It is, however, not yet operational as its procedures, SOPs, committees, application forms, and other mechanisms are not yet set up. UNDP will continue to provide technical support and policy advice, in collaboration with UNCDF whenever possible, to MTCI and BNCTL to develop options for various loan products, eligibility criteria for applicants, application procedures, evaluation criteria and mechanisms, and SOPs to turn this first ever scheme in the country as a viable solution to solve the problem of access to finance for MSMEs. UNDP will also build the capacity for data analysis (of risks, loans, results) and quality reporting.

On the demand side of this problem, UNDP will work with the MSMEs to build their capacity to access the loans. It will provide technical support to the MSMEs to enhance their readiness to recover their business and expand, to meet the eligibility criteria to access the loan from BNCTL, and to support them to put together their application. This would entail providing support to develop viable business plans for recovery and scale up, developing organizational aspects that are needed to meet the criteria for eligibility, and ensuring that the MSMEs develop the capacity to conduct sound cost-benefit analysis and projections.¹ UNDP will work closely with the Institute to Assist Entrepreneurship Development (IADE) that has the mandate to provide training, counseling and business support services and has its offices in all 12 municipalities. UNDP will support up to *80 MSMEs (50% owned by women or persons with disability)* in 18 months of this project to be eligible to apply for the loans and will continuously support selected businesses to ensure that the loans are successfully paid back.

While selecting the businesses to be supported through this project, priority will be given to MSMEs which meet one of the following criteria: (i) at least 50% of MSMEs will be owned by women or people with disabilities or the combination of both; (ii) at least 30% of employees are women; (iii) MSMEs that employ people with disabilities; and (iv) MSME with HR policies that actively employ women and/or people with disabilities.

Output 2: Women, people with disability, poor, and unemployed youth have additional income and employment opportunities

In response to the ongoing unemployment among youth, the existing gender gaps and the impact of COVID on significant job loss, this project will support unemployed young men and women, people with disability, and men and women from vulnerable and poor communities to start their own micro-enterprises. Building on the work that UNDP's youth hub called Knua Juventude Fila Liman (KJFL) and the Oecussi Business Incubator (OBI) have done as well as the experience of implementing the Youth Co:Lab innovation challenge for the last two years, UNDP will provide services to potential microentrepreneurs in various areas including development of business plans, incubation, technology support, financial management, marketing, and various training on overall business development. Analysis of locally available resources and markets will be conducted, and existing value chain analyses² will be drawn upon to inform the development of viable microenterprises. Emphasis will also be on promoting green enterprises (some examples are provided below).

UNDP will prioritize the youth groups with women and persons with disability that applied in the Youth Co:lab challenge with their ideas or startups in 2019 and those that will apply in 2020. It will work with women's groups like the Association of Timor-Leste Business Women that support women to build entrepreneurship skills and enhance their networks, and Timor-Leste Disability Association—the umbrella body of disability NGOs—to reach out to the target groups. It will build on its previous experience of

¹ While supporting the MSMEs in developing their business plans and organisational aspects, UNDP will advocate for making the MSMEs more gender-friendly and disability-friendly that will enable them to create opportunities for women and persons with disabilities.

² UNDP's project in Oecussi has conducted value chain (<https://www.undp.org/content/dam/timorleste/docs/Publication/COMP-Brosura-Value-chain-analysis-Press.pdf>) analysis and other studies are also available.

working with persons with disability and social enterprises that have employed persons with disability.³ It is expected that a *total of 100 men and women (60%) will be supported to initiate their start-up* during this 18-month project.⁴ Out of the 100, 60% will be women, at least 8% will be persons with disability and 40% youth under 35 years.

Some of the potential areas of green microenterprise development or additional income opportunities are the following: setting up nurseries and tree plantation using a “cash-for-trees” modalities to generate additional income to vulnerable coastal communities; improved cooking stoves⁵ by local entrepreneurial groups⁶; production of compost, bio briquettes, and fish food; local food production and other agriculture-based businesses; cloth bags to replace plastic bags in stores to support the implementation of government’s *zero plastic policy*; and production of masks, gowns, caps and other PPE items; and promoting service-oriented businesses. Partnership with private sector entities for co-design or co-implementation of these initiatives will be sought. The findings of the resource and market analyses will be drawn upon to identify and validate the potential areas to support new and existing businesses. Consultations at the start of project with communities, women’s groups, youth groups and Organisations of Persons with Disability (OPDs) will be organized to understand their needs, capacities, and existing skills as well as capacity gaps so that the support this project is to provide can be designed in a more targeted fashion.

UNDP already has the experience of supporting community groups in many of these areas through various ongoing projects. UNDP’s youth hub called Knua Juventude Fila Liman (KJFL), operational from August 2017, has been empowering Timorese youth by enhancing their capacity and readiness to become employed, start their own business, or become change makers through their own social impact projects. So far, more than 7000 youth have benefited from KJFL’s services including various training sessions, 90 have become entrepreneurs and 58 have been employed. KJFL is supported by private sector partners as well as the Government so far and the Government is interested to expand this model to other municipalities as well as create a national centre for incubation in partnership with UNDP. Through the Youth Co:lab innovation challenges in 2019 and 2020, UNDP has already identified more than 70 youth groups with business ideas and/or start-up businesses. Through this project, these youth groups will be supported further so that they can turn their ideas and start-up into viable enterprises. Training on business development, planning, financial management, IT solutions, access to finance, technology support and skills will be provided in partnership with IADE.

Another component of this project is to make the young men and women more employable. This is in response to the findings of the 2018 Timor-Leste Labour Market Outlook and the 2017 Enterprise and Skills Survey where there is mismatch between labour demand and supply, and the university educated do not have the soft skills and access to job information. This project will provide a number of services to enhance the readiness of young men and women for employment. It will achieve this by providing the following⁶ facilities and services: i) UNDP will create a platform where information about jobs available and those seeking jobs will be made available; ii) UNDP will design a 3-month structured internship programme such that the interns will receive a pre-internship training, placement with an organization (e.g. private business, NGOs, engineering firms, etc.) with a mentor assigned and clear work plan with deliverables drafted, peer-to-peer sharing sessions, and final presentation of their experience and learning; iii) UNDP will provide these interns as well as those who already have some internship experience from elsewhere training on

³ UNDP’s project on electoral support has worked with the Blind Union to support them in voter education and has provided training on Braille. More recently, with the RRF funding, UNDP worked with a social enterprise that trained and employed 22 men and women (17) to produce cloth masks. 7 of these individuals were people with disability. Drawing from this experience, CO will scale up similar initiatives under this project.

⁴ The geographic locations of the beneficiaries are not specified as the youth groups that applied for the previous challenges came from many different municipalities. So, our approach will be geographically inclusive as long as we can provide the support the aspiring entrepreneurs need closer to their locations through IADE, KJFL or the master trainers that the project will create.

⁵ Given that firewood is the main source of cooking fuel that 95% of the households use (with about 80% using no vent traditional cooking stove), there is a huge need to reduce the consumption of wood and CO2 emission in the absence of other cleaner energy alternatives. UNDP’s recent study (2020) has shown that even the poor is willing to pay for improved cooking stoves as they see immediate benefit. UNDP already trained local entrepreneurs to produce improved cooking stoves through its bioenergy project which is now closed. So, this effort will be to ensure that those entrepreneurs are able to scale up production but also to create additional entrepreneurs to meet the demand.

⁶ CO has the experience of coordinating an internship programme that was done in partnership with USAID’s horticulture project called AVANSA, which has now closed. Building on this experience, this proposal is to scale it up to other sectors with new partners.

soft skills like teamwork, communications, task organization, time management, presentation techniques, as well as on how to prepare their CVs, job applications, and prepare for job interviews to help them transition to regular jobs. Additional sessions will be organized to women and interns with disability as per their specific needs. Role models they can look up to will be brought as speakers in such sessions, confidence building motivational sessions will be organized for them, and networking among themselves for peer-support will be enhanced.

This component will be implemented in collaboration with various universities in Timor-Leste to mobilize university students studying in areas such as horticulture, agriculture, livestock, engineering, communications, gender, and community development. Other collaborating partners would be social businesses and private firms, NGOs and UN agencies willing to host the interns. It is expected that 40 young men and 40 women who are either studying or completed their Bachelor's degree will be supported. Partnerships with the Secretary of State for Youth and Sports and the Secretary of State for Vocational Training and Education will be sought for their support in this internship initiative.

Output 3: Follow up COVID-19 Socio-Economic Impact Assessment

The UN joint Socio-economic Impact Assessment (SEIA) of COVID-19 was conducted in 2020 and launched in mid-October 2020. A follow-up study is planned for 2021 in which UNDP will continue to take the technical lead. This study will be based on samples from a much larger geographic region and will also add additional questions to capture new aspects and themes. Hence it will be a scaled-up study from the first one that collected data only from 5 local regions. UNDP will provide technical inputs for the design of this survey, data collection process, report writing as well as printing and launch. This assessment will trace changes over time and will provide recommendations for future policies and programmes. Additional funding for this second SEIA will be provided by the Coordinating Ministry for Economic Affairs (MCAE).

II. MANAGEMENT ARRANGEMENTS

This project will be implemented by UNDP. It will fall under the Economic Development and Prosperity portfolio in the new CPD (2021-2025). It will be anchored in Knuia as it will build on much of the work that Knuia has already been doing especially related to internship and youth entrepreneurship. It will be managed through KJFL in close collaboration with AccLab that will support technically with innovation, design thinking, and solutions mapping. There will also be close collaboration and coordination with the Climate Change and Sustainable Ecosystems portfolio where this initiative will intersect for green economy related enterprises with the projects that focus on coastal resilience, biodiversity and marine ecosystem conservation, climate change adaptation, and recycling. The CO economist will provide technical advice and support for designing some of the initiative, liaising with government institutions, setting up data collection and distilling lessons learned for future programming. Support will also be provided by CO's Communications Team to strategically communicate the activities and results of this initiative.

The key government counterparts for this project will be the Ministry of Tourism, Commerce and Industry, BNCTL, the Secretary of State for Vocational Training and Employment (SEFOPE), Institute to Assist Entrepreneurship Development (IADE), and the business registration and verification service office (SERVE) and the Secretary of State for Youth and Sports. Regular meetings will be organized with these stakeholders.

A small team of professional staff will be hired to implement the activities and manage the project. Key positions would be the following: Business development specialist and coordinator, Internship programme coordinator, and an Administration and Finance associate (on a cost-shared basis with projects). The Business Development Specialist and Coordinator will also be responsible for overall project management and coordination. Consultants will be hired to provide technical inputs under all outputs.

III. MONITORING

As per UNDP's practice, the project progress will be reported annually using a standardized template and against the indicators in this PIP. The CO team conducts the quality assurance of the project results, which are then published in UNDP's transparency portal. UNDP will conduct monitoring of the partner organizations. A database will be created to collect and record all data related to the beneficiaries (e.g. SMEs supported for soft loan, loans they obtained from BNCTL, individuals placed for internships, and entrepreneurs supported). Communications materials will be developed by UNDP's team to communicate the results with the larger audience.

IV. WORK PLAN

Period⁷:

EXPECTED OUTPUTS	PLANNED ACTIVITIES <i>List all activities including M&E to be undertaken during the year towards stated CP outputs</i>	TIMEFRAME						RESPONSIBLE PARTY	PLANNED BUDGET		
		2021			2022				Source of Funds	Budget Description	Amount
		Q1	Q2	Q3	Q4	Q1	Q2				
<p>Output 1. Micro, Small and Medium Microenterprises are able to recover from the impacts of COVID.</p> <p>Indicator 1.1: Number of MSMEs supported to become eligible for the soft loan guarantee scheme (disaggregated by sex of the MSME owners). <i>Baseline: 0</i> <i>Target: 80 (40 with women owners)</i> <i>Source of data:</i> project database</p>	<p>1.1 Experts to provide technical support and policy advice to BNCTL and MTCL on making the loan guarantee scheme operational.</p>	X	X	X	X	X	X	RFF	Consultant	20,000.00	

⁷ Maximum 18 months

EXPECTED OUTPUTS	PLANNED ACTIVITIES <i>List all activities including M&E to be undertaken during the year towards stated CP outputs</i>	TIMEFRAME								RESPONSIBLE PARTY	PLANNED BUDGET		
		2021				2022					Source of Funds	Budget Description	Amount
		Q1	Q2	Q3	Q4	Q1	Q2						
Indicator 1.2: Proportion of UNDP supported MSMEs receive loans. <i>Baseline: 0 Target: 60 (75%) of those supported</i> <i>Source of data:</i> project database, MTCI, BNCTL, loan guarantee committee reports.	1.2 Support to MSMEs to become eligible for the soft loans from BNCTL	X	X	X	X	X	X	X	X	UNDP	RFF	Training, mentoring, consultant	25,000.00
Subtotal for Component 1													45,000.00
Output 2. Women, people with disability, poor, and unemployed youth have additional income and employment.	2.1.1 Business development specialist for training, incubation and development support	X	X	X	X	X	X	X	X	UNDP	RFF	Consultant	75,000.00
Indicator 2.1: Number of men, women, youth and persons with disability who benefit from UNDP-supported various trainings related to entrepreneurship development <i>Baseline: 0</i>	2.1.2 Resource and market analysis studies	X	X	X	X					UNDP	RFF	Consultant	10,000.00
	2.1.3 Technology and other support to groups to start income opportunities		X	X	X	X	X	X	X	UNDP	RFF	LVGs	150,000.00
	2.1.4 TOTs, workshops and trainings	X	X	X	X	X	X	X	X	UNDP	RFF	Workshop and trainings	60,000.00

EXPECTED OUTPUTS	PLANNED ACTIVITIES <i>List all activities including M&E to be undertaken during the year towards stated CP outputs</i>	TIMEFRAME						RESPONSIBLE PARTY	PLANNED BUDGET		
		2021			2022				Source of Funds	Budget Description	Amount
		Q1	Q2	Q3	Q4	Q1	Q2				
<p>Target: 200 (120 women; 16 persons with disability; 80 youth)</p> <p>Source of data: project database, KIFL, OBI, IADE, MTCI</p> <p>Indicator 2.2: Number of UNDP-trained men and women who establish their start-up businesses. (Data will be disaggregated for youth and people with disability as well)</p> <p>Baseline: 0</p> <p>Target: 100 (60% women; 8% PWD; 40% youth under 35 years)</p> <p>Source of data: project database, KIFL, OBI, IADE, MTCI</p>	<p>2.1.5 Business development specialist coordinator (18 months; SB4 Peg 2)</p>	X	X	X	X	X	X	RFF	Salary	36,112.50	
<p>Indicator 2.3: Number and percentage of men and women who complete paid internship programme.</p> <p>Baseline: 70</p> <p>Target: 80 new (40 women / 40 men)</p>	<p>2.2.1. Outreach to universities and potential host institutions (travel, communications, events, meetings)</p>	X	X	X	X	X	X	RFF	travel, printing, workshops	8,000.00	

EXPECTED OUTPUTS	PLANNED ACTIVITIES <i>List all activities including M&E to be undertaken during the year towards stated CP outputs</i>	TIMEFRAME						RESPONSIBLE PARTY	PLANNED BUDGET		
		2021			2022				Source of Funds	Budget Description	Amount
		Q1	Q2	Q3	Q4	Q1	Q2				
<p><i>Source of data:</i> project database</p> <p>Indicator 2.4: Proportion of UNDP-supported male and female interns obtaining employment (Data to be disaggregated by sex, age, and disability)</p> <p><i>Baseline: 0</i></p> <p><i>Target: 50% (i.e. 40 total: 20 women/20 men)</i></p> <p><i>Source of data:</i> project database</p>	2.2.2 Pre-internship training, workshops, peer-to-peer learning sessions, events	X	X	X	X	X	X	RFF	Workshop and training	15,000.00	
	2.2.3 On-the-job training for 80 male and female youth	X	X	X	X	X	X	RFF	Training and stipend	24,000.00	
	2.2.4 Internship programme coordinator (18 months; SB3 Peg 3)	X	X	X	X	X	X	RFF	Salary	22,875.00	
	Subtotal for Component 2									400,987.50	
Output 3. Follow up COVID-19 Socio-Economic Impact Assessment	3.1.1 Experts to design the study, conduct and survey and write the report	X	X	X				RFF	Consultants	70,000.00	
Indicator 3.1: Second report on gender-integrated socio-economic impact assessment completed	3.1.2 Data collection and training of enumerators	X	X	X				RFF	Training, travel, enumerators	20,000.00	
<i>Baseline: 0</i> <i>Target: 1</i> <i>Source/verification:</i> report issued and presented to government stakeholders and community development	3.1.3 Report production, launch, printing			X	X			RFF	Printing, audio, video	10,000.00	

