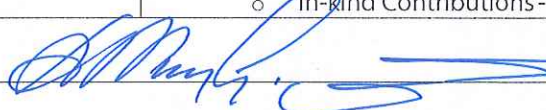


## Annual Work Plan 2020

<b>Project Title: Kamyab Jawan - Youth Empowerment Programme</b>	
<b>Country Programme Document Outcome 2 (UNDSF Outcome 6):</b>	Enhanced resilience and socioeconomic development of communities
<b>Country Programme Document Output 6.2:</b>	Revitalized productive capacities are sustainable and generate employment opportunities and improvement in sustainable livelihoods as part of broader development efforts.
<b>Project Outputs:</b> (Those that will result from the project and are taken from the Project Strategy)	<ol style="list-style-type: none"> <li>1) Output 1: Sustained and up-streamed interaction and collaboration between youth and key policy actors on civic and social issues leads to better informed youth who can actively participate in and influence inclusive decision making (SDG 16.7)</li> <li>2) Output 2: Youth in public sector and religious education establishments acquire the knowledge and skills needed to succeed in an inclusive society through the promotion of a culture of peace and non-violence, global citizenship and appreciation of diversity (SDG 4.7)</li> <li>3) Output 3: Youth's potential to contribute to inclusive and sustainable economic growth harnessed and catalyzed (SDG 8.6)</li> </ol>
<b>Implementing Partner:</b>	UNDP
<b>Responsible Parties:</b>	UNDP, Youth Affairs Dept, SMEDA, TBD
<p align="center"><b>Project Brief Description</b></p> <p>Global challenges of poverty, economic inequality and political instability are particularly high for the more 1.8 billion young people around the world between the ages of 10-24 years, majority of whom are concentrated in developing countries. This development challenge is most visible in Pakistan, which also has suffered one of the highest global instances of terrorism in the last two decades. A profound sense of loss, vulnerability and disadvantage caused by economic inequality, political instability and structural violence is coinciding with dynamic shifts in Pakistan's demographics with a population size of 207.7 million - making it the fifth most populous country in the world. Recent estimates indicate that 68% of the Pakistani population is under 29 with the youth bracket representing 27% of the total population. A large segment of this youth population is exposed to multidimensional and inter-sectoral vulnerabilities resulting from a lack of opportunities for meaningful social engagement and economic empowerment. In spite of these challenges, the NHDR 2017 has highlighted a number of positive aspects of the 'youth bulge' which, if harnessed effectively, can lead Pakistan on a path of economic growth and progressive social transformation. UNDP's 'Kamyab Jawan Pakistan' (Successful Youth) Youth Empowerment Programme (YEP) is aimed at reducing young people's vulnerability to involvement in anti-social behavior through a range of interventions aimed at creating opportunities for knowledge, skills and leadership development; active citizen and policy engagement; and economic empowerment as means and ends to sustaining peace in Pakistan.</p>	
Atlas Project/Award ID: 00086132 Atlas Output ID: 00093478  Start date: 2018 End Date: 2022 PAC Meeting Date: 19 Aug 2019  Project Board Meeting Date: Planned for Jan 2020	Total allocated resources: <b>\$ 2,809,395</b>  <ul style="list-style-type: none"> <li>Specific donors: <ul style="list-style-type: none"> <li>Japan \$500,000</li> <li>Norway \$1,200,000</li> <li>CSSF \$109,395</li> <li>Australia* \$300,000</li> <li>Jazz* \$200,000</li> <li>UNFPA \$168,838</li> <li></li> </ul> </li> </ul> <b>\$2,478,233</b>  Unfunded budget: <ul style="list-style-type: none"> <li>In-kind Contributions-</li> </ul>

Agreed by UNDP (RR / DRR):

 20-Jan-2020

<sup>1</sup> Pakistan Labour Force Survey 2017-2018

<sup>2</sup> 'Impact of War in Afghanistan and Ensuing Terrorism on Pakistan's Economy' published in the Pakistan Economic Survey 2017-18 (source: [http://www.finance.gov.pk/survey/chapters\\_18/Annex\\_IV\\_Impact%20of%20War.pdf](http://www.finance.gov.pk/survey/chapters_18/Annex_IV_Impact%20of%20War.pdf))

\*- CSA's are currently in signing process

Annual Work Plan 2020  
Output ID: 00093478

EXPECTED OUTPUTS	PLANNED ACTIVITIES	TIMEFRAME-2020				Responsible party	PLANNED BUDGET		
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Total Amount USD
And baseline, associated indicators and annual targets	List activity results and associated actions								
Activity Result 1.1.1: Youth(male/female) participation in the development and monitoring of public policy									
Output - 1: Sustained and up-streamed interaction and collaboration between youth and key policy actors on civic and social issues leads to better informed youth who can actively participate in and influence inclusive decision making (SDG 16.7).  Indicator:  1.1 # of young women and men participating in meaningful engagement mechanisms in federal and provincial policy planning processes, structures and activities for positive impact.  Baseline 1.1:0 0 Target 1.1: 2,380 (1,190 men, 1,190 women)  1.2 # of young women and men mentored to create space for personal growth in their chosen fields and offer opportunities for community service which can enable them to become leaders and actors for constructive change. Baseline 1.2: 2000 Target 1.2: 150 (75 men, 75 women)  1.3 # of young women and men participating in sports and cultural events that promote diversity, tolerance and peaceful co-existence									
	Action 1.1.1 a: Organize inclusive dialogues to reduce regional, ethnic, religious and class fault-lines between at least 2,300 youth (1,150 males/1,150 females) from Khyber Pakhtunkhwa.	X	X	X	X	UNDP	Norway	Contract for professional services (72100)	10,000
						UNDP	UNFPA	Contract for professional services (72100)	36,331
	Action 1.1.1 b: -Organize 3 provincial and one federal level dialogue between 80 youth and parliamentarians/ policy makers to create entry points for informed policy formulation on youth issues in Pakistan.	X	X	X	X	UNDP	Norway	Contract for professional services (72100)	75,000
		X				UNDP	Japan	Contract for professional services (72100)	20,000
	-Train 50 youth activists (50 women) from Sindh, Khyber Pakhtunkhwa and Baluchistan to implement	X	X	X	X	UNDP	Norway	Contract for professional services (72100)	20,000





Output - 2: Youth in public sector and religious education and establishments as well as juveniles in conflict with the law acquire the knowledge and skills needed to succeed in an inclusive society through the promotion of a culture of peace and non-violence, global citizenship and appreciation of diversity (SDG 4.7)		Activity Result 2.1.1: Peace and diversity promoted among public sector university, colleges and madrasa students technical training students and juveniles.											
Indicator:													
<b>2.1 # of young women and men participating in "global citizenship", soft skills, critical thinking, counselling and civic education to promote diversity, tolerance and peaceful co-existence</b>  <b>Baseline 2.1: 0</b> <b>Target 2.1:1,050 (705 men ,345 women)</b>		<b>Action 2.1.1 a: PUBLIC UNIVERSITY STUDENTS:</b> Co-create solutions with relevant stakeholders to constructively engage youth from 20 public-sector universities.	X	X	X	X	X	UNDP	Norway	Contract for professional services (72100)	32,000		
			X	X	X	X	X	UNDP	Australia	Contract for professional services (72100)	177,778		
		<b>Action 2.1.1 b: PUBLIC COLLEGES:</b> Conduct a baseline research to inform targeted interventions for engaging youth from colleges in peacebuilding activities.	X	X				UNDP	Japan	Contract for professional services (72100)	20,000		
		<b>Action 2.1.1 c: MADRASAHs:</b> Design and implement a holistic pilot intervention to provide livelihood skills and social engagement opportunities to 150 (10% female) Madaris students in	X	X	X	X	X	UNDP	Norway	Contract for professional services (72100)	30,000		
								UNDP	CSSF	Contract for professional services (72100)	80,267		

[illegible]



<p><b>3.1.</b> # of young women and men provided entrepreneurship education, career counselling, and support services to unleash the full economic potential of youth.</p> <p><b>Baseline 3.1: 2000</b> <b>Target 3.1(2020):</b> 9,650 (4,825 men, 4,825 women)</p> <p><b>3.2.</b> # of youth benefitting from jobs and improved livelihoods in crisis or post-crisis settings, disaggregated by sex and other characteristics (derived from IRRF 3.1.1)</p> <p><b>Baseline 3.2: 2000</b> <b>Target 3.2(2020):</b> 3,000 (1,500 men, 1,500 women) Where did 3.3. go – see prod doc</p> <p><b>3.3:</b> # of micro, small and medium-sized enterprises utilizing supplier development platforms for inclusive and sustainable value chains (IRRF 1.3.1)</p> <p>Baseline: 0 Target: 10 SMES</p>	<p><b>Action 3.1.1 a: HUMAN CAPITAL:</b> Provide bridge training to youth and place them in the industry. (2000 Youth) (50% female)</p>	X						UNDP	Japan	Individual Consultant (71300)	30,000
		X							Japan	Contract for professional services (72100)	45,000
		X	X	X	X	X			Norway	Contract for professional services (72100) Individual Consultant (71300) Travel (71600)	100,000 20,000 15,000
									JAZZ	Contract for professional services (72100)	185,185
	<p><b>Action 3.1.1 b: MICROENTREPRENEURS:</b> Expand capacity of aspiring entrepreneurs to start their businesses or expand existing businesses. (2650, 50% female)</p>	X						UNDP/SME DA	Japan	Equipment (71200)	100,000
		X	X	X	X	X			Norway	Contract for professional services (72100)	20,000

	ecosystem by promoting entrepreneurs through capacity building and support through prize challenges (5000, 50% female)									Individual Consultant (71300)	20,000
		Total Project Outputs Cost (A)									1,684,395
Technical Assistance Cost	1.1. Staff – Contractual Services	UNDP	X	X	X	X	X	Japan	Contractual Services Individuals (71400)	83,566	
								Norway	Payroll IP staff (63100)	245,156	
								CSSF	Contractual Services Individuals (71400)	8,777	
		UNDP	X	X	X	X	X	Japan	DPC (64300)	30,000	
								Norway	DPC (74500)	50,000	
Total Technical Cost (B)									417,499		
Operational Costs	1. Project personnel cost	UNDP	X	X	X	X	X	Japan	Contractual Services Individuals (71400)	5,049	
								Norway		26,121	
								CSSF		2,248	
	2. Incurring and disbursing project operational cost	UNDP	X	X	X	X	X	Japan	Rent (73100)	30,000	
								Norway		40,000	
								Japan	Travel (71600)	26,348	
								Japan	Utilities (73100)	8,000	







Expected Results (Outcomes & Outputs)	Indicators	Baseline	Targets	Data Collection Plan Source				Risks and Assumptions
				Source/Method of Collection	Schedule/Frequency	Responsible Staff	Resources (\$)	
Obtained from the CPD and project Results Frameworks)	Obtained from the CPD and project Results Frameworks)	At the project start date	At the project end date	Specific publication, evaluation, survey, field observation, interviews, etc.	Monthly, quarterly, annually, etc.	Staff member responsible for collecting and reporting data	Estimated cost of collecting and reporting data	Any risks or assumptions concerning data collection
CPD Outcome 6: Enhanced resilience and socioeconomic development of communities	2.1 Proportion of youth (aged 15-24 years) not in education, employment or training (SDG 8.6.1) (indicator from Outcome 2 of UNDAF/UNSDF/OP III Result Matrix Framework)	Proportion of youth (aged 15-24 years) not in education, employment or training: 30.41% (This trend is declining, with only a 2% decrease since 2011/12)	20% (decrease by 10% in next five years)	Pakistan Labour Force Survey (LFS)	Annual	Project Manager		Assumption: support to provincial government will result in strengthened capacity of the provincial institutions and increased opportunities for communities
CPD Output	1.1.2.1: Number and proportion of people accessing basic services <sup>4</sup> ,	Jobs: 1,500 (Women = 1,100; Men = 400); Livelihoods : 100	Jobs: 10,000 (Women = 6,000; Men = 4,000);	Publications Evaluations/mobile technology	Annual	Project Manager National Programme Manager		Assumption: support to provincial government will result in strengthened capacity of the provincial institutions

<p><b>CPD Output 6.2:</b> Revitalized productive capacities are sustainable and generate employment opportunities and improvement in sustainable livelihoods as part of broader development efforts.</p> <p>CPD Output 6.1: National and provincial policies, systems and institutions enabled to achieve structural transformation and promote inclusive economic, social and political opportunities.</p>	<p>services<sup>4</sup>, disaggregated by target groups:</p> <p>a) Poor</p> <p>b) Women</p> <p>c) People with disabilities</p> <p>d) Youth</p> <p>e) Displaced populations</p> <p>f) Other marginalized groups</p> <p>3.3.2.2: Existence of improved capacities for dialogue, consensus-building and reconciliation around contested issues, with equal participation of women and men (Yes/No)</p>	<p>Livelihoods : 100 (Women = 50; Men = 50).</p>	<p>Men = 4,000; Livelihoods: 5,000 (Women = 2,500; Men = 2,500).</p>			Programme Manager		the provincial institutions and increased opportunities for communities
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Project Output 1: Sustained and streamlined interaction and collaboration between youth and key policy actors on civic and social issues leads to better informed youth who can actively participate in and influence inclusive decision making (SDG 16.7).		No	Yes			Quarterly	PS, YES, P&AO, M&E	7,500	Risk-1: Government not committed to youth policies implementation, resource allocation, and the adoption of a Human Rights-based agenda  Assumption-1 Patient attempts to carry out policy dialogue and stakeholder engagement through respected interlocutors and public representatives
	1.1 # of young women and men participating in meaningful engagement mechanisms in federal and provincial policy planning processes, structures and activities for positive impact	0	2,380 (1,190 men, 1,190 women)	Youth dialogue findings, Info-graphs, baseline survey		Annual	NPM, RO, Project Focal point, M&E Officer	7,500	RISKS: ensuring regular updates of perception surveys; encouraging honest feedback from government officials and youth regarding improvement in government capacity
	1.2 # of young women and men mentored to create space for personal growth in their chosen fields, and offer opportunities for community service which can enable them to become leaders and actors for constructive change	0	150 (75 men, 75 women)	Evaluations of government officials who participate in project capacity development activities. Perception survey on youth's evaluation of government performance.					

							Findings of Media reports Policy papers State press releases	Annual	NPM, RO, Project Focal point, M&E Officer	7,000	<b>RISKS:</b> Youth might not give a truthful impression of their views and young women's participation in sports might be less than expectations due to cultural sensitivity
		0	6,000 (3,000 women)				Participation perception surveys, project database of events				
	<b>1.3 # of young women and men participating in sports and cultural events that promote diversity, tolerance and peaceful co-existence</b>										
	<b>2.1 # of young women and men participating in "global citizenship", soft skills, critical thinking, counselling and civic education to promote diversity, tolerance and peaceful co-existence</b>	0	1,050 (705 men, 345 women)				Pre and post-test evaluations of trainings, perception findings, on campus feedbacks	Quarterly	NPM, RO, M&E Officer	20,000	Risk- Youth might not give a truthful impression of their views.  Assumption-1: Prioritize working with GoP institutions to ensure legitimacy, respect, acceptability and influence.
<b>Project Output 2: Youth in public sector and religious education and establishments as well as juveniles in conflict with the law acquire the knowledge and skills needed to succeed in an inclusive society through the promotion of a culture of peace and non-violence, global citizenship and appreciation of diversity (SDG 4.7)</b>											
<b>Output -3: Youth economically empowered to contribute to Sustainable Development Goals (SDGs).</b>	<b>3.1. # of young women and men provided entrepreneurship education, career counselling, and support services to</b>	0	9,650 (4,825 men, 4,825 women)				Focus group discussion, coaching sessions, interviews, workshop, Reports	Quarterly	Focal point of the project	20,000	Risk: Government support system for innovation is a challenge  Assumption: institutionalization of SDGs in government

	unleash the full economic potential of youth									development framework and increased investments in technology and entrepreneurship by the government of Pakistan will help in achieving the targets.
	3.2 # of youth benefitting from jobs/self-employment and improved livelihoods in crisis and post crisis settings disaggregated by sex and other characteristics (derived from IRRF 3.1.1).	2,000	3,000 (1,500 men, 1,500 women)	Focused group discussions, interviews, success stories, Project reports and records	Annual	Focal point of the project	2,000	Risk: Private companies and training institutes may sign agreements to provide job placement but may not deliver on the commitments		
	3.3 # of micro, small and medium-sized enterprises utilizing supplier development platforms for inclusive and sustainable value chains (IRRF 1.3.1)	0	10	Focused group discussions, interviews, success stories, Project reports and records	Annual	Focal point of the project	1,000	Risk: Common use of machinery may not result in enhanced productivity of target SMEs		
Total							65,000			



**III. Recruitment Plan 2020**  
**Output ID: 00093478**

S No.	Post Title	National/ International	Level of Post	Responsible party (UNDP/EAD/ IP/PMU etc.)	Contract Modality (TA/FTA/SC/ NIMU/Govt)	Reporting Supervisor to/	Duty Station	Contract Start Date	Contract End Date
1	Youth Inclusion Engagement Specialist	National	SB-5/1	UNDP	SC	Programme Specialist	Islamabad	1-Mar-20	31-Dec-20
2	Programme Manager	International	P-4/1	UNDP	FTA	ARR-CPRU	Islamabad	1-Mar-20	31-Dec-20

IV. Procurement Plan 2020  
Output ID: 00093478

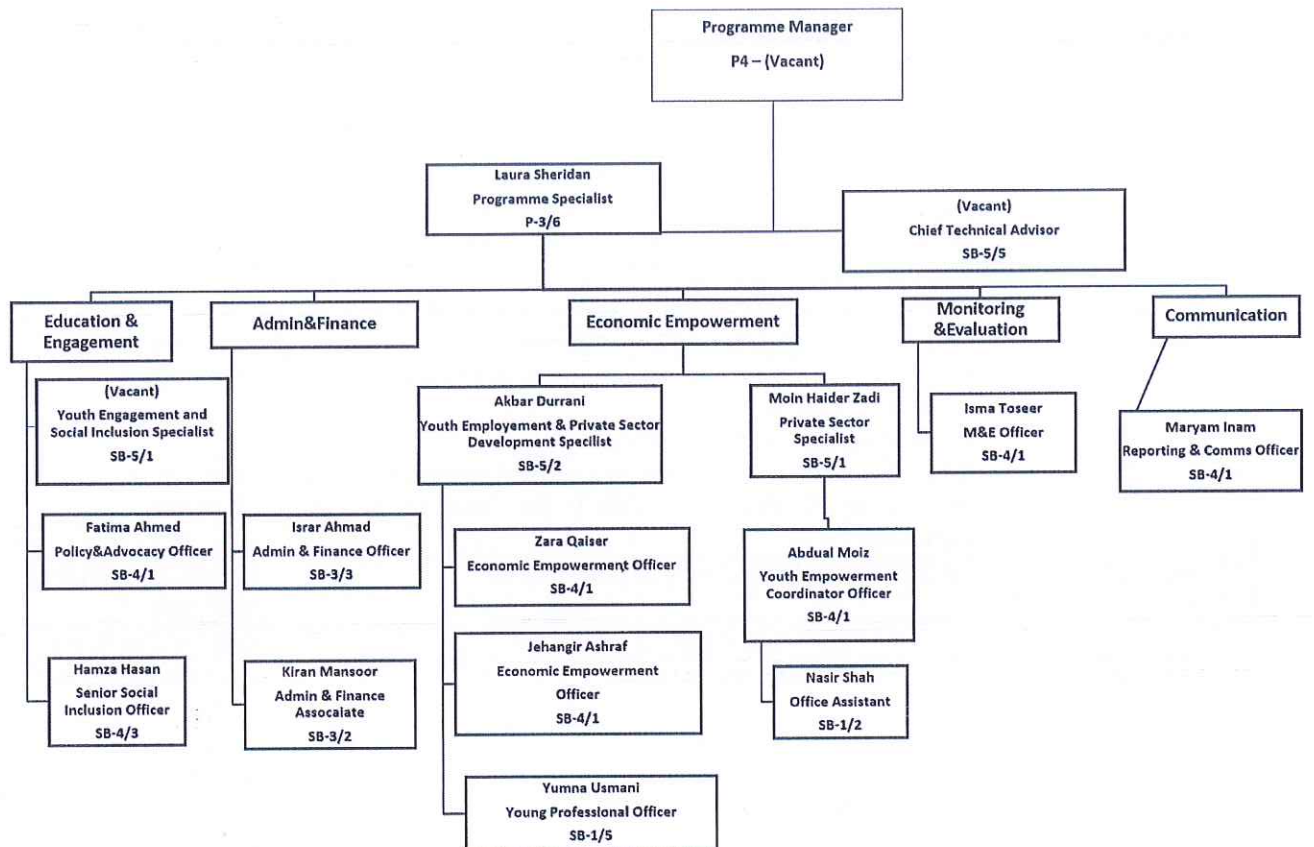
No.	Description	Type (good, service, works)	Estimated Budget (\$)	Responsible party (UNDP/EAD/IP/PMU etc)	Invitation Type (EFP, RFA, ITB, etc)	Announcement Target Date	Evaluation Target Date	Committee Review (CAP, RACP, etc)	Committee Review Target Date	Contract Start Date	Contract End Date	Responsible project staff
1	Reintegration of incarcerated youth	Service	150,000	UNDP	CFP	Jan 2020	Feb 2019	CAP	Feb 2019	Feb 2020	Feb 2021	Hamza
2	Enhanced tolerance campus	Service	150,000	UNDP	CFP	Jan 2020	Feb 2019	CAP	Feb 2019	Feb 2020	Dec 2020	Hamza
3	Grassroots Innovators	Service	100,000	UNDP	CFP	Feb 2020	March 2020	CAP	March 2020	March 2020	March 2021	Jehangir
4	Youth Policy experts	Service	60,000	UNDP	IC	Jan 2020	Feb 2019	CAP		Feb 2020	Dec 2020	Hamza
5	Research on reintegration of youth	Service	40,000	UNDP	IC	Jan 2020	Feb 2019			Feb 2020	Dec 2020	Hamza
6	Equipment	Goods	300,000	UNDP	ITB	Jan 2020	Jan 2020	RACP				Jehangir
7	SDG Bootcamp	Service	300,000	UNDP	RFP	Jan 2020	Jan 2020	RACP		Feb 2020	Dec 2021	Fatima
8	Madrasah youth engagement	Service	250,700	UNDP	CFP	Jan 2020	Jan 2020	CAP		Feb 2020	Dec 2021	Fatima
9	Strategic comms	Service	60,000	UNDP	IC	Jan 2020	Feb 2019					Fatima
10	Madrasah youth engagement	Service	20,000	UNDP	IC	March 2020	April 2020					Hamza
11	Reintegration of incarcerated youth	Service	10,000	UNDP	IC	March 2020	April 2020					Hamza
12	YES training & Outreach	Service	30,000	UNDP	RFP	March 2020	April 2020					Akbar

13	BIC equipment	Service	200,000	UNDP	RFQ	Jan 2020	Feb 2020	CAP				Jehangir
14	Blue Collar employment platform	Service	30,000	UNDP	RFP	Jan 2020	Feb 2020					Jehangir
15	Training on entrepreneurship & employment	Service	50,000	UNDP	IC	Jan 2020	Feb 2020					Yumna





## V. Management Arrangements (New Project Organogram)



## VI. Planning, Monitoring and Reporting

The project will follow the following planning, monitoring and reporting cycle during the year.

Timeline /Target Date	Activity	Primary Responsibility
24 Dec 2019	Prepare draft Annual Work Plan 2020 and budget	Programme Manager
15 Jan 2020	Review of AWP (quality assurance, results orientation and focus, alignment with CPD/UNDP priorities, relevance to project objectives, and resource availability)	ARR and Program Officer
24 Jan 2020	Final Review of AWP (quality assurance, results orientation and focus, alignment with CPD/UNDP priorities, relevance to project objectives, and resource availability)	SMU - DCD-P
28 Feb 2020	Organize Project Steering Committee to: a) Review of project contribution to results and financial delivery 2019; b) Review and endorsement of AWP 2020	Programme Manager
6 Feb 2020	ARR submits final AWP (which incorporated feedback from the meetings above) to DRR-P for final review and signature.	Programme Manager
11 Feb 2020	All budgets uploaded in ATLAS and KK'd	Admin & Finance Associate
05 Feb 2020	Submit final Annual Progress Report 2019	Programme Units
15 Apr 2020	Quarterly Progress Report 2020	Programme Manager
15 July 2020	Quarterly Progress Report 2020	Programme Manager
15 Oct 2020	Quarterly Progress Report 2020	Programme Manager
15 Jan 2021	Quarterly Progress Report 2020	Programme Manager
25 Jan 2021	Annual Progress Report 2020	Programme Manager



## **VII. Legal Context and Risk Management**

Please refer Section IX of project document.

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## ANNEXES

Annex 1: Risk log matrix (An assessment of risks that may affect the project implementation and achievement of results)

## Annex-1

### OFFLINE RISK LOG

(see *Deliverable Description* for the Risk Log regarding its purpose and use)

Project Title: Kamyab Jawan, Youth Empowerment Programme	Project Number: 93478	Date: Aug 2019
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#	Description	Risk Category	Impact & Likelihood = Risk Level	Risk Treatment / Management Measures	Risk Owner
	Political, ethnic or religious interests of key stakeholders regard the programme interventions as undesirable	Political – Political Will	Impact: 4 Likelihood: 2 Risk: Moderate	Prioritize working with GoP institutions to ensure legitimacy, respect, acceptability and influence. Non-governmental partners having strong local socio-cultural roots and recognition should be selected for implementation, where appropriate. Regular monitoring and low-profile strategy of working through respected Pakistani institutions.	Project Manager
	Lack of stakeholder commitment to youth policies implementation, resource allocation	Organizational – Governance	Impact: 3 Likelihood: 2 Risk: Moderate	Consistent advocacy and policy dialogue with stakeholders through government counterparts and public representatives	
	Partners are involved in unethical and illegal actions	Operational – Capacity Development of National Partners	Impact: 5 Likelihood: 1 Risk: Moderate	Effective use of UNDP POPP for careful selection of partners who have a commitment to ethical codes and regular monitoring of all partner activities including use of third-party monitoring services	
	Unavailability of suitable	Operational – Capacity Development of National Partners	Impact: 3 Likelihood: 1 Risk: Low	Carefully define criteria/sourcing mechanism for partner selection	



Implementation Partners	Organizational Management – Knowledge	Impact: 3 Likelihood: 2 Risk: Low	Strengthen partners' organisational capacity and agree on common protocol
Communication gaps between partners			Regular communications and project coordination meetings
Limited ownership of the Programme	Organizational/Political Governance/ Government Commitment	Impact: 3 Likelihood: 2 Risk: Low	Continued engagement of partners and stakeholders through meetings, events and trainings Ensure realistic and participatory planning of project activities
Delayed implementation of activities	Operational – Procurement, Capacity Development of National partners	Impact: 4 Likelihood: 3 Risk: Substantial	Rigorous follow-up with all concerned partners and units within UNDP to ensure timelines are met Inform in advance donors, GoP and other stakeholders of programme extensions
Fraud and corruption by staff or implementing partners	Financial - Corruption and fraud	Impact: 4 Likelihood: 2 Risk: Moderate	Criteria for partner selection (transparency, due diligence, financial processes, audit) Ensure compliance with UNDP policies and procedures
Lack of donor funding and GoP funding for the programme	Financial – Delivery	Impact: 4 Likelihood: 4 Risk: Substantial	Continued fundraising efforts through programme life Advocacy with GoP for ownership and commitment to cover programme costs
Fluctuation of local currency	Financial – Fluctuation in currency	Impact: 4 Likelihood: 4 Risk: Substantial	Constant review of suppliers/quotes to ensure best value for money Periodic review of actual programme costs to highlight any potential modifications required to AWP if fluctuations are substantial
Inability to scale-up innovative pilots due to restrictive partnership modalities	Organizational – Innovating, piloting and experimenting	Impact: 4 Likelihood: 4 Risk: Substantial	Explore new partnership modalities with like-minded partners to explore, pilot and scale new initiatives