

## Annual Work Plan 2015

**Project Title: Youth and Social Cohesion Project**  
(*Project Initiation Plan*)

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**Expected UNDP Strategic Plan Outcome (2014- 2017):**

**Outcome 5** Countries are able to reduce the likelihood of conflict and lower the risk of natural disasters, including from climate change

**Output 5.5** Policy frameworks and institutional mechanisms enabled at the national and sub-national levels for the peaceful management of emerging and recurring conflicts and tensions

**Output 5.6** Mechanisms are enabled for consensus-building around contested priorities, and address specific tensions, through inclusive and peaceful processes

**UNDP Country Programme Action Plan (2013-2017):**

**Strategic Priority Area 3:** Increased national resilience to disasters, crises and external shocks

**Outcome 3.3:** Vulnerable populations in crisis situations benefit from improved prevention, risk reduction & response (mitigation), and are assisted to reach development goals including MDG targets

**Output 3.3.1:** Vulnerable communities, particularly women, affected by crises have access to training, entrepreneurship, livelihoods and community infrastructure.

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**Project Objective:** Communities in conflict-prone areas of Khyber Pakhtunkhwa enabled to mitigate conflict and strengthen social cohesion

**Project Outputs**

1. Social Cohesion And Community Resilience Strengthened In Dera Ismail Khan District, Khyber Pakhtunkhwa Province
2. Virtual Incident Mapping Platform In Khyber Pakhtunkhwa Developed
3. Enhanced Understanding Of The Drivers Of Conflict And Radicalization; And Identified Programmatic Responses Through Capacity Development Of National Universities And Civil Society

**Implementing Partner:** UNDP

**Responsible Parties:** UNDP

## United Nations Development Programme

### Project Brief Description

The core objective of the UNDP Youth and Social Cohesion project is to support the government of Pakistan to better respond to the drivers and triggers of armed violence; and identify alternative pathways for youth in conflict-prone areas to mitigate violence and strengthen social cohesion.

The project will in partnership with the Government of Pakistan research and analyse the relationship between development and conflict, with a particular focus on youth. By working directly with local communities in establishing community centres and organizing social mobilization activities, UNDP will seek to bring a more practical and evidence-based approach for addressing armed violence reduction in Pakistan. At the institutional level, the project will support the Ministry of Home and Tribal Affairs in Khyber Pakhtunkhwa in responding to pressing security challenges including waves of temporary dislocated people, armed violence, unemployed youth and new delegations of authority- following the 18<sup>th</sup> amendment.

The **first phase** of the project (2015-2016) will focus on three main interconnected areas: 1). Targeted community programme interventions in Dera Ismail Khan district of Khyber Pakhtunkhwa; 2.) Development of a virtual incident tracking tool in Khyber Pakhtunkhwa; and; 3). Research, in-depth studies and mapping of actors working on conflict across Pakistan- identifying alternative pathways to prevent youth turning to armed violence. The **second phase** of the programme (2016-2018) will use the lessons learned and outcomes from phase 1 to scale-up the comprehensive community interventions to 10 more districts in Khyber Pakhtunkhwa and 3 tribal agencies of the Federally Administered Tribal Areas (FATA).

Programme Period: 2014-2017 Atlas Award ID: 00086132  Atlas Project ID: 00093478  Start date: 1 Jan 2015 End Date: 31 Dec 2015  PAC Meeting Date: N.A. (Project Initiation Plan)  Project Board Meeting Date: N.A. (Project Initiation Plan)	2015 AWP budget: 1,032,699 Total resources required 1,032,699 Total allocated resources:  • Other: (BPPS) 349,910 o Donor (UNTFHS) 682,789 o Donor _____ o Donor _____ o Government _____ Unfunded budget: _____ In-kind Contributions _____
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Agreed by UNDP (CD / DCD-P):

Date:

## I. ANNUAL WORK PLAN, UNDP YOUTH AND SOCIAL COHESION PROGRAMME, 2015

EXPECTED OUTPUTS <i>And baseline, associated indicators and annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	TIMEFRAME Q1 Q2 Q3 Q4	RESPONSIBLE PARTY	Funding Source	PLANNED BUDGET	
					Budget Description	Amount
<b>Output 1:</b> Social cohesion and community resilience strengthened in Musa Zai Sharif, Dera Ismail Khan District, Khyber Pakhtunkhwa province	<b>Activity Result 1.1:</b> Social mobilization initiatives and local support developed					
<b>Indicators:</b>	<b>Activity action 1.1.1:</b> Establishment of local support organizations in 4 main villages of Musa Zai Sharif Union Council	X	X	X	UNTFHS	Community contracting/LoA 10,000
1. Number of people including youth, women and disabled benefiting from community services	<b>Activity action 1.1.2:</b> Assessment of livelihoods and economic recovery; and culture and sports needs in the communities	X	X	X	UNDP	UNTFHS 2 Consultant companies 21,000
2. Number of community centers, including libraries, cultural and sports facilities, women's skills centres and employment facilities, established	<b>Activity Result 1.2:</b> 4 Community Centres established in D I Khan					
3. Baseline and perception surveys measuring people's engagement and satisfaction with community services; and changes in attitudes towards the legitimacy of armed and political violence	<b>Activity action 1.2.1:</b> Establishment and operation of 4 community centres in D I Khan	X	X	X	UNDP	UNTFHS Community contracting/LoA 100,000
<b>Baseline:</b> 2014: UNDP Baseline Study in Musazai UC, District Di	<b>Activity action 1.2.2:</b> Support to cultural, sports and social activities organized by the community centres	X	X	X	UNDP	UNTFHS LoA 25,000

		<b>Activity</b>	<b>Result</b>	<b>1.3:</b> Key infrastructure rehabilitated			
Khan indicated a total of 60 damaged social services in project target areas	No functional community centers in the Union Council	<b>Activity</b> Assessment of community based infrastructure schemes	<b>action</b> 1.3.1: Rehabilitate key infrastructure, based on community needs	X	UNDP	UNTFHS	Consultant company 7,000
73% percent of boys and 83% girls out of school. 15.3% of males and 5.7% of women are literate.	62% have access to mobile phones; 83% no radio set in their home	<b>Activity</b> Rehabilitate key infrastructure, based on community needs	<b>action</b> 1.3.2: key community infrastructure, based on community needs	X	UNDP	UNTFHS	LoA/ Cash for work 80,000
2 Basic Health Unions in the Union Council. 67% of the population has only access to pond (not clean) water. 85% of the population below the poverty line		<b>Activity</b> Protection implemented	<b>Result</b> 1.4 Social schemes	X	UNDP	UNTFHS	Training and micro-capital grants 20,000
<b>Targets:</b> At least 6 local support organizations and 4 community centres established in the District		<b>Activity</b> Mentorship programme for youth and women	<b>action</b> 1.3.2: programme for youth and women	X	UNDP	UNTFHS	Consultant costs/travel/training costs 15,000
		<b>Activity</b> Protection grants for widows and violence affected citizens	<b>action</b> 1.3.3: Social protection grants for widows and violence affected citizens	X	UNDP	UNTFHS	Micro-capital grants 15,000
Positive attitude change among youth in the Union Council regarding the legitimacy and sympathy towards the use of armed violence		<b>Activity</b> Perception surveys in Musa Zai Sharif and two other Union Councils of D I Khan	<b>Result</b> 1.4.1: Evidence-based research and perception surveys in D I Khan completed	X	UNDP	UNTFHS	Consultant company and travel costs 30,000
At least 60% of the population has improved							

		<b>Activity Action 1.4.2:</b> Research studies on youth, GBV and conflict triggers	X	X	X	UNDP	UNTFHS	Consultant and travel costs	24,000
10 social services schemes be completed in 2015 benefiting 42,000 people in Musa Zai Sharif , District D.I Khan		<b>Activity action 1.4.3</b> Short film documentary on the impact of the project in D.I Khan	X	X	X	UNDP	UNTFHS	Consultant- film documentary company	20,000
		<b>Activity Result 1.5:</b> Management arrangements in place							
		<b>Activity action 1.5.1:</b> X	X	X	X	UNDP	UNTFHS	2 Rental vehicles/ office rent D.I Khan and Islamabad/ logistics costs/	70,000
		<b>Activity action 1.5.2:</b> Staffing D.I Khan	X	X	X	UNDP	UNTFHS	LoA/ District coordinator, engineer, junior engineer 2 community organizers, finance and administration associate	90,000
		<b>Output 2:</b> Virtual incident mapping platform in Khyber Pakhtunkhwa developed.							
		<b>Activity Result 2.1:</b> Virtual data platform established							
		<b>Indicators:</b> Virtual incident mapping tool developed and operational. The data platform will track incidents, protests and mobilization, between individuals/groups/communities and map their location on villages, tehsils and district-level in Khyber Pakhtunkhwa							
		<b>Activity action 2.1.1:</b> Development of data tool	X			UNDP	BPPS	LoA/ Micro-capital grants	39,000
		<b>Activity Result 2.2:</b> Data mapping methodology developed							
		<b>Activity action 2.1.1:</b> Support mission of two incident mapping specialists from UNDP Lebanon	X			UNDP	UNTFHS	Travel	12,000
		<b>Baseline:</b> Virtual incident mapping tool across sectors non-existent in Khyber							
		<b>Activity action 2.2.1:</b> Development of indicators and data collection methodology	X			UNDP	BPPS	Consultant costs	15,000

## Pakhtunkhwa

<b>Target:</b> Incident mapping platform developed and utilized for development interventions by the government of Pakistan, Civil Society Organizations and UN agencies across programming in Khyber Pakhtunkhwa.	<b>Output 3:</b> Enhanced understanding of the drivers of conflict and radicalization; and identified programmatic responses through capacity development of national universities and civil society	<b>Activity 3.1:</b> Community of Practice , Advisory Committee and donor and partner working group established	<b>Result 3.1.1:</b> Practice meetings for CSOs; meetings for the Advisory Committee on prevention of armed violence; meetings for the donor working group	<b>Activity action</b>	<b>3.1.1</b>	X	X	X	UNDP	UNTFHS	Travel, honorarium and meeting costs	BPPS	LoA/ IC/ Micro-capital grants/ Short-term international violence consultant
<b>Indicators:</b> Comprehensive mapping and analysis completed; alternative pathways to prevent youth from taking part in armed violence identified	<b>Baseline:</b> NA	<b>Activity Result 3.2</b> Evidence based-research on relationship between poverty, education, development and armed violence conducted; and programmatic best practices identified	<b>Target:</b> The capacities and understanding of Government, civil society, local communities and the UN to address armed violence is strengthened	<b>Activity action 3.2.2</b> Seed funds for research studies to selected institutions, universities and policy centres	X	X	X	X	UNDP	BPPS	LoA/ IC/ Micro-capital grants/ Short-term international violence consultant		

\*\* GMS will not be taken from the BPPS funds. It has been agreed with the UN Trust Fund for Human Security that 7% should be budgeted for Project Support Costs/ General Management Services

## II. MONITORING PLAN 2015

(Include all monitoring and evaluation activities/events

Project ID:

Project Title: Youth and Social Cohesion project

Expected Results (Outcomes & Outputs)	Indicators	Baseline	Targets	Data Collection Plan				
				Source / Method of Collection	Schedule/ Frequency	Responsible Staff	Resources (\$)	Risks and Assumptions
Obtained from the CPAP and project Results Frameworks)	Obtained from the CPAP 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
CPAP Outcome 3.3: Vulnerable populations in crisis situations benefit from improved prevention, risk reduction and response (mitigation), and are assisted to reach development goals including MDG targets	Number of affected/eligible populations that have returned to pre-disaster income and production levels within 18 months	Baseline survey conducted in 2014	1 District	Verifications of community discussions	Quarterly	M&E Officer	7,000	UNDP Support to Provincial government will result in strengthened capacity of the provincial institutions and the communities
CPAP Output 3.3.1: Vulnerable communities, particularly women, affected by crises have access to training, livelihoods and community infrastructure	Number of crisis-affected population (sex disaggregated) with improved livelihoods, economic opportunities and community infrastructure	20 million affected by floods 2010; 5 million affected by floods 2011; 1.5 million affected by crisis in Federally Administered Tribal Areas; 1.7 million refugees;	At least 20% of crisis-households, particularly female-headed households, in target areas are assisted to improve their livelihoods and socio-economic conditions	Community network discussions	Monthly	Project Coordinator	2000	Communities will be able to express their opinion and give input to interventions

Project Output 1: Social Cohesion And Community Resilience Strengthened In Dera Ismail Khan District, Khyber Pakhtunkhwa Province	1. Number and type of social services provided 2. Number of people including youth, women and disabled benefiting from social services 3. Number of participants taking part in Sports and cultural community programmes	2014: Baseline Study in Musazai UC, District Di Khan indicated a total of 60 damaged social services in project target areas	UNDP schemes be completed in 2015 benefiting 42,000 people in Musa Zai Sharif , District Di Khan	30 social services meetings with Government partners and donors	Monthly	M&E Officer 21,000 Government partners will be honest and direct about utility of UNDP support
Project Output 2: Virtual Incident Mapping Platform In Khyber Pakhtunkhwa Developed	Virtual incident mapping tool developed and operational	73% percent of boys and 83% girls out of school. 15.3% of males and 5.7% of women are literate.	Social cohesion and state-citizens trust enhanced through community empowerment and youth engagement	62% have access to mobile phones; 83% no radio set in their home	Daily Incident mapping manager	35,000 Cooperation and coordination with Ministry of Home and Tribal Affairs, Pakhtunkhwa
Project Output 3: Enhanced understanding of the drivers of conflict and radicalization; and identified programmatic responses through capacity development of national universities and civil society	Comprehensive Mapping and analysis completed; alternative pathways to prevent youth from taking part in armed violence identified	NA	The capacities and understanding of Government, civil society, local communities and the UN, to address armed violence strengthened	Research studies, perception surveys, workshops, statistics	Monthly Project Coordinator	14,000 Cooperation and coordination with Ministry of Home and Tribal Affairs, Pakhtunkhwa. Partnership with national CSOs and Universities

### **III. RECRUITMENT PLAN 2015**

(Include all the recruitments envisaged by the project in AWP 2015 - including national and international staff positions that are vacant or newly created)

**Project ID:** \_\_\_\_\_ **Project Title:** Youth and Social Cohesion project \_\_\_\_\_

#	Post Title	National/ International	Level of Post	Proforma Cost per year (US\$)	Responsible party (UNDP/EAD/ IPPMU etc)	Contract Modality (TA/FTA/SC/ NIMU/Govt)	Reporting to/ Supervisor	Duty Station	Contract Start Date	Contract End Date
1.	Project Coordinator	National	Sb4/3	28,200	UNDP	SC	Conflict Prevention adviser	Islamabad	1 February 2015	31 January, 2016
2.	Incident mapping coordinator	National	Sb4/3	28,200	UNDP	SC	Conflict Prevention adviser	Peshawar	1 February 2015	31 January, 2016
3.	Incident mapping data officer	National	Sb4/1	17,962	UNDP	SC	Project Coordinator	Peshawar	1 February 2015	31 January, 2016
4	M&E Officer	National	Sb4/1	17,962	UNDP	SC	Project Coordinator	Islamabad	1 February 2015	31 January, 2016
5	Finance and Administrative Associate	National	SB3/2	13,500	UNDP	SC	Project Coordinator	Islamabad	1 February 2015	31 January, 2016
6	3 National UNVs	National	UNV	10,500	UNDP	UNV	Project Coordinator	Islamabad	1 February 2015	31 January, 2016
7	District Coordinator	National	Sb4/1	17,962	UNDP	SC	Project Coordinator	DI Khan	1 February 2015	31 January, 2016
8	Project Engineer	National	Sb4/1	17,962	UNDP	SC	Project Coordinator	DI Khan	1 February 2015	31 January, 2016
9	2 community organizers	National	SB3/2	13,500	UNDP	SC	District Coordinator	ID I Khan	1 February 2015	31 January, 2016
10	Finance administration assistant	National	SB3/1	10,000	UNDP	SC	District Coordinator	ID I Khan	1 February 2015	31 January, 2016

## IV. PROCUREMENT PLAN 2015

(Include all local and international procurements valued at or above \$ 2,500 envisaged in AWP 2015 – including goods, assets, services and works)

Project ID: \_\_\_\_\_ Project Title: Youth and Social Cohesion project \_\_\_\_\_

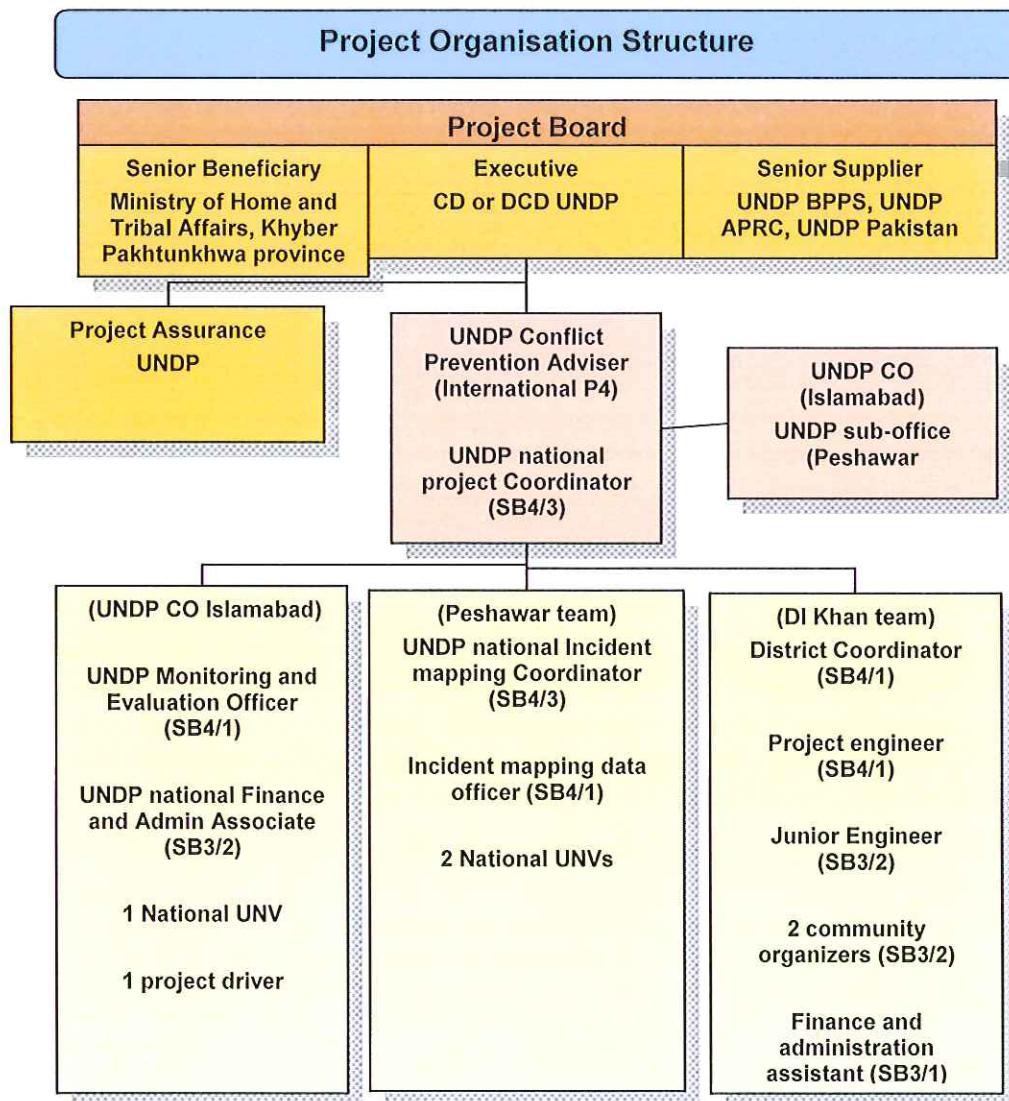
#	Description	Type (good, service, works)	Estimated Budget (\$)	Responsible party (UNDP/EAD/IP/PMU etc)	Invitation Type (EFP, RFA, ITB, etc)	Announcement Target Date	Evaluation Target Date	Committee Review (CAP, RACP, etc)	Committee Review Target Date	Contract Start Date	Contract End Date	Responsible project staff
1.	Rehabilitating key community infrastructure and development of new community centres through modalities including contracting and cash for work programming	Works	227,000	UNDP	RFP	April 2015	April 2015	CAP	1 May 2015	30 November 2015	30 May 2015	Project Coordinator or
2.	Assessment for local level sporting needs.	Service	7000	UNDP	RFP	November 2014	January 2015	CAP	19 January 2015	31 March 2015	31 March 2015	Project Coordinator or
3.	Assessment for livelihoods and economic recovery	Service	7000	UNDP	RFP	November 2014	January 2015	CAP	19 January 2015	31 March 2015	31 March 2015	Project Coordinator or
4	Perception and research studies	Service	46,000	UNDP	RFP	April 2015	April 2015	CAP	1 May 2015	30 July, 2015	30 July, 2015	Project Coordinator or
5	Develop film documentary on the impact of the project in Musa Zai Sharif	Works	20,000	UNDP	RFP	April 2015	April 2015	CAP	1 May 2015	30 July 2015	30 July 2015	Project Coordinator or
6	Procurement of hardware tool, computers, TVs, newspaper subscriptions, office supplies	Service	44,000	UNDP	LTA	April 2015	April 2015	CAP	15 April 2015	10 May 2015	10 May 2015	Project Coordinator or

## V. MANAGEMENT ARRANGEMENTS

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

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

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



## VI. PLANNING, MONITORING AND REPORTING

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

Timeline /Target Date	Activity	Primary Responsibility
<b>1 November 2014</b>	Prepare draft Annual Work Plan 2015 and budget and present at UNDP annual retreat on ___ November 2014	Project Manager
<b>11 November 2014</b>	Review of AWP for Quality assurance, alignment with CPAP and UNDP priorities, results orientation and resource availability	ACD UNDP and Program Officer
<b>30 November 2014</b>	Organise Project Steering Committee to: a) Review of project contribution to results and financial delivery 2014; b) Review and endorsement of AWP 2014	Project Director/ Project Manager
<b>6 December 2014</b>	Submit signed AWP and, where applicable in NIM projects, Letter of Service, to UNDP for final review and signature by UNDP	Project Director/ Project Manager
<b>6 December 2014</b>	Submit draft Annual Progress Report 2014, including project contribution to outcomes, outputs, activities and financial delivery and lessons-learnt, to UNDP	Project Director/ Project Manager
<b>13 December 2014</b>	Approval of AWPs and LOS by UNDPs	ACD UNDP and Program Officer
<b>31 December 2014</b>	Review and provide feedback on the project APR to NPM	ACD UNDP and Program Officer
<b>31 January 2015</b>	Submit final Annual Progress Report 2014 to UNDP	Project Director/ Project Manager
<b>28 February 2015</b>	Annual audit of the project	SMU-UNDP
<b>30 April 2015</b>	Quarterly Progress Reports, including:	Project Manager
<b>31 July 2015</b>	a) Report on project progress and financial delivery	
<b>31 October 2015</b>	b) Update of Issue Log in Atlas (tracking and resolution of potential problems or requests for change)	
	c) Update of Risk Log (Reviewing of external environment that may affect project implementation)	
<b>15 July 2015</b>	Organise Project Steering Committee (Mid-year review of project progress and, if needed, revision of the AWP)	Project Director/ Project Manager
<b>30 November 2015</b>	Organise Project Steering Committee to: c) Review of project contribution to results and financial delivery 2015; d) Review and endorsement of AWP 2016	Project Director/ Project Manager

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## VII. LEGAL CONTEXT

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

### **Alternative A [where the Implementing Partner is a government agency (NIM) or an NGO/IGO]**

Consistent with the above Supplemental Provisions, 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.

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 [and the Project Cooperation Agreement between UNDP and the Implementing Partner]<sup>1</sup>.

The Implementing Partner agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via [http://www.un.org/sc/committees/1267/aq\\_sanctions\\_list.shtml](http://www.un.org/sc/committees/1267/aq_sanctions_list.shtml). This provision must be included in all sub-contracts or sub-agreements entered into under/further to this Project Document.

### **Alternative B [where the Implementing Partner is UNDP (DIM), the UN, a fund/programme of the UN, or a UN agency]**

[UNDP] [Name of UN Agency] as the Implementing Partner shall comply with the policies, procedures and practices of the United Nations safety and security management system.

[UNDP] [Name of UN Agency] agrees to undertake all reasonable efforts to ensure that none of the [project funds]<sup>2</sup> [UNDP funds received pursuant to the Project Document]<sup>3</sup> are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via [http://www.un.org/sc/committees/1267/aq\\_sanctions\\_list.shtml](http://www.un.org/sc/committees/1267/aq_sanctions_list.shtml). This provision must be included in all sub-contracts or sub-agreements entered into under this 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 2: Letter of Service signed between UNDP and the Implementing Partner where UNDP Country Office will provide Implementation Support Services to a NIM project

<sup>1</sup> Use bracketed text only when IP is an NGO/IGO

<sup>2</sup> To be used where UNDP is the Implementing Partner

<sup>3</sup> To be used where the UN, a UN fund/programme or a specialized agency is the Implementing Partner.

- Annex 3: Results of capacity assessments of Implementing Partner (including HACT Micro Assessment)
- Annex 4: Cost sharing agreements signed with donors/government (if any)
- Annex 5: Project cooperation agreement signed with NGOs (if any)
- Annex 6: Agreements between the Implementing Partner and Responsible Parties (Government entities, NGOs, etc)
- Annex 7: Terms of Reference for key project personnel should be developed and attached

## OFFLINE RISK LOG

(see [Deliverable Description](#) for the Risk Log regarding its purpose and use)

Project Title:				Award ID:		Date:		
#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Mngt response	Submitted, updated by	Last Update	Status
1	Conflict or natural disaster prevents UNDP from working in D/I Khan	December	Environmental Political Other	P = 2  I = 5	Close contact with the provincial authorities	Project Coordinator  Conflict Adviser	December 2015	Active
2	UNDP not given NOC to do field work and perception surveys in Khyber Pakhtunkhwa		Organizational Political Strategic	P = 3  I = 4	Close coordination with the Ministry of Home and Tribal Affairs	Project Coordinator  Conflict Adviser	December 2015	Active