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PROJECT DOCUMENT
Lao People's Democratic Republic

Project Title: Enhancing Social and Economic Opportunities for Youth in the Lao PDR

Project Number: TBC

Implementing Partner: UNDP

Start Date: 4 June 2020

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Brief Description

Lao PDR has the youngest population among countries in the Southeast Asian region, with approximately 60% below 25 years of age. Meanwhile, economic growth in Lao PDR has been significant (at around 6-7%) for several years in a row. Yet, education level and training of young people are unable to keep pace with the booming demand for high-skilled labour, resulting in a gap which is inimical to the country's economic advancement. In addition, youth often lack participation in the national development planning decision-making process due to barriers such as limited opportunities for social and economic engagement. In this regard, enhancing national policies and youth-related programmes which could provide proper socio-economic opportunities to young people to reach their potentials are much needed so that the country will greatly benefit from its large young working population.

This project proposal seeks to address the above challenges by delivering three major components: (i) Support the implementation of the strategic interventions from the implementation plan of National Youth and Adolescent Policy developed by LYU and UNFPA and the improvement of youth-related provincial regulations in the selected provinces; (ii) empower rural youth economically through inclusive and equitable quality Technical and Vocational Education and Training (TVET), with special focus on ethnic groups and young girls, in the selected provinces and; (iii) Enhance youth participation in socio-economic decision making. The overall aim of the project is to create an enabling environment for youth to realise their potential and to undertake important and fulfilling socio-economic roles under the framework of comprehensive national youth policy.

Contributing Outcome (UNDAF/CPD, RPD or GPD):

CPD Outcome #1/ UNPF Outcome #1. All women and men have increased opportunities for decent livelihoods and jobs

CPD Outcome #3/ UNPF Outcome #7: Institutions and policies at national and local level support the delivery of quality services that better respond to people's need

NSEDP Outcome # 1: Continued, firm and inclusive growth by consolidating strong economic foundations and reducing economic vulnerability

NSEDP Outcome # 2: Human resources developed, public/ private workforce capacity upgraded, poverty in all ethnic groups reduced, equal access by female/male/ all ethnic group to quality education and health services, the unique Lao culture promoted, protected and developed, political stability maintained with social peace and order, justice and transparency.

NSEDP Cross cutting priority 6.7.3: Promote and develop women, juveniles and young people

Indicative Output(s) with gender marker²: GEN 2

Total resources required:	1,700,000	
Total resources allocated:	TFD Youth Window:	1,500,000
	Co-financing (in-kind)	200,000
Unfunded:		

Agreed by (signatures):

UNDP

Date: 19-6-20

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I. DEVELOPMENT CHALLENGE

Lao PDR has one of the youngest populations in the region. Close to 60 per cent are estimated to be less than 25 years of age. Projections show a rapid increase in the working-age population and a falling dependency ratio. Thus, in the medium-term, Lao PDR is set to benefit from the “demographic dividend” to the economy. However, the full benefits of the demographic dividend will be realised only if new jobs allow to keep pace with the working-age population's growth and only if young women and men are better equipped with the appropriate skills and knowledge. This issue is all the more critical for the disadvantaged youth groups, including ethnic groups and female, in rural and most remote areas.

The young population represents a unique opportunity for Lao PDR. The demand for medium-skilled and high-skilled workers generated by the ASEAN Economic Community (AEC) cannot be met without addressing the current mismatch between labour market needs and young people's education and skills. Lao PDR's overall Youth Development Index (YDI) score in 2015 is 0.365 with an increasing trend from 2011. Employment and Opportunity improved slightly with improvements in the Adolescent Fertility Rate and Account at a Financial Institution, albeit from relatively low bases in 2011. Lao PDR still lags behind in the Education domain with relatively low scores in all domain indicators.

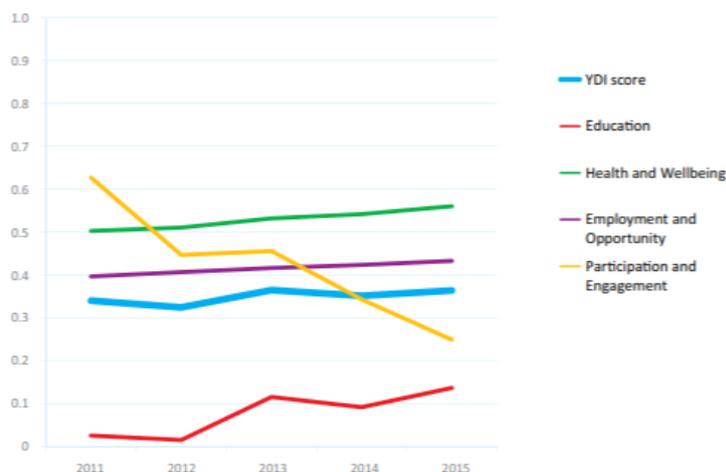


Figure 1 Overall YDI and Domains score for Lao PDR, First ASEAN Youth Development Index (2017)

In particular, Lao PDR has been facing the following challenges:

- **Skills gap:** The country urgently needs to upgrade the education and skills of its young population. Lao PDR will not be able to meet the demand for medium-skilled and high-skilled workers generated by AEC entry unless it can resolve the current mismatch between labour market needs and young people's education and skills.
- **Low productivity:** The agricultural sector, which accounts for around 70 percent of employment, is characterized by low productivity. Unless this is tackled, Lao PDR will not be able to fully develop its potential in the next decade.

Lao PDR will, therefore, need to accelerate measures to upgrade education and training for young people and improve labour skills, set national skills standards and promote mutual recognition of qualifications. Indeed, to realize the full youth's potential, the effective implementation of an overarching youth policy will be needed.

The **participation and awareness of young women and men** are still limited. Participation should include not only the engagement of young women and men in community activities but also the opportunity to contribute to relevant decisions. The barriers to their participation include insufficient representation from youth organisations in local or national development planning, limited opportunities for engagement, and

– as in most societies in the region – traditional and cultural perceptions of the role of young women and men. This category of the population is also largely unaware of the laws and policies relating to them, particularly in rural and most remote areas. Without this knowledge, they remain vulnerable to exploitation and abuse and may not seek help from the authorities when appropriate. At the same time, parents, communities and authorities need to understand existing laws and policies affecting young women and men, often differently.

II. STRATEGY

1. Programme Objective

The project seeks to establish an enabling environment for youth (nationally defined aged for youth – 15 to 30 years old) to realise their potential and undertake an important role in the socio-economic development of the country through enhanced social and economic opportunities, with a special focus on youth employability and social participation.

The programme has three main focuses:

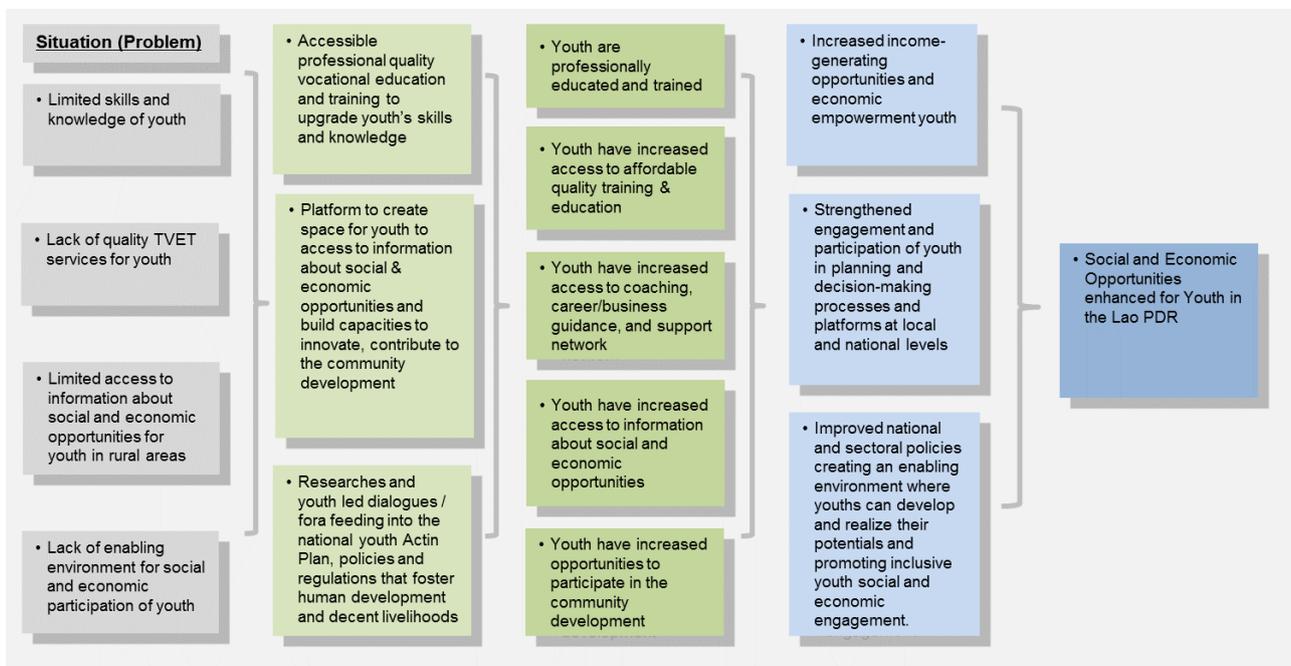
- Contribute to the implementation of sectoral and national youth policies in the selected provinces
- Increase economic empowerment of rural youth
- Enhance youth social engagement and participation in decision-making processes

2. Theory of Change

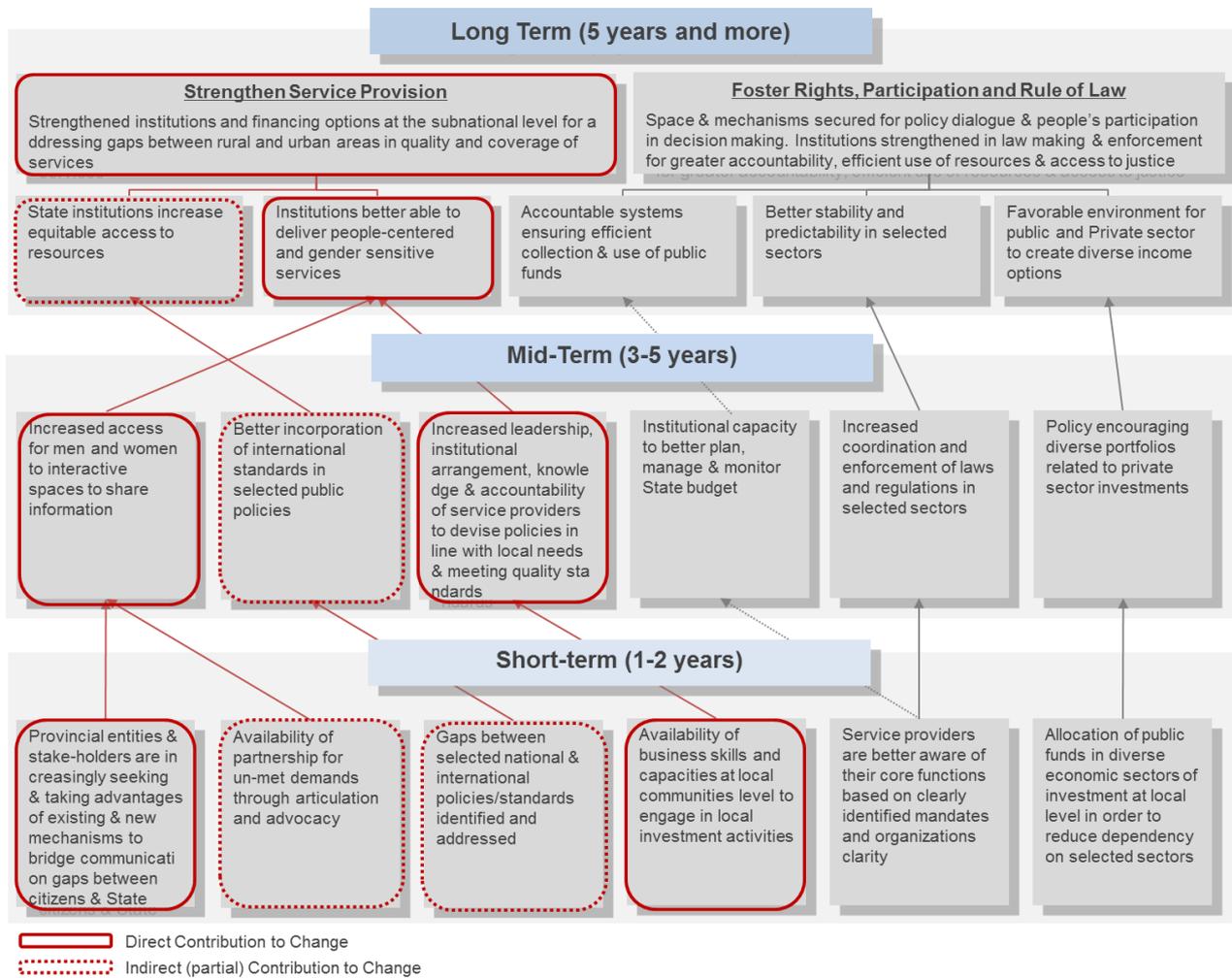
Development challenges outlined in the previous section are contributing to the vulnerability of youth and making them prone to poverty and disengagement with society. The project is an attempt to comprehensively and systematically address the inter-related barriers to youth empowerment. The premise of this project is that if national and sectorial policies are developed, subsequent initiatives will have a clear guidance on how, which, by when and by whom youth issues should be addressed. In addition, if youth are equipped with the necessary skills and education to meet the demand of the labour market and if they are placed in a better position to make decisions at community, provincial and eventually the national level, young people are more likely to have the confidence and capacities to effectively manage economic and social challenges that affect their lives.

The figure below indicates the programme logic and linkages between the above three identified development challenges and the expected results

2.1. Project theory of Change



2.2. Project's contribution to the Theory of Change at the CPD Level



3. Strategic Focus and Approach

UNDP has unique expertise in development thinking and practices. With our established network and experience at the country level, UNDP can leverage all our strengths to respond to youth development challenges on the ground, addressing complex and multi-dimensional issues while remaining sensitive to national priorities. Based on the above analysis, the suggested intervention will directly contribute to the empowerment of youth in the Lao PDR. The process will be a sequence of actions, each complementing each other.

Component 1: The project will provide support in the implementation of the strategic interventions from the implementation plan of National Youth and adolescent Policy¹ in the selected provinces in partnership with Lao Youth Union.

The draft 5 year National Youth and Adolescents Policy (2020 – 2024) has been prepared by Lao Youth Union with support from UNFPA, and submitted to the Prime Minister's Office late 2019 for approval. It is anticipated that the approval from the Prime Minister's Office will be received in 2020. Once the policy is approved, the project will plan in consultation with the Lao Youth Union and UNFPA for supporting the implementation of strategic interventions from the implementation plan of the policy in the selected provinces.

¹ Developed by LYU with support from UNFPA

The project will provide support in the implementation of the Youth Policy in partnership with Lao Youth Union through a rapid needs assessment to map the nature of the industrial structure in the selected provinces. A rapid but reliable appraisal will provide inputs to identify and define the most relevant sectors to guide the project decision making. The assessment will also inform the local authorities of challenges and opportunities, and subsequently, to plan and manage effectively in order to feed into and inform local regulations. Provincial level workshops and activities will be organised to connect youth and other stakeholders, implement the strategic interventions from the implementation plan of National Youth and Adolescent Policy² and contribute to creating an enabling environment where youths can develop and realize their potentials and promoting inclusive youth social and economic engagement.

Overall, this component will support the Government's efforts in improving the institutional and policy frameworks at the provincial level conducive to youth's social and economic opportunities. Specific attention will be directed at structural barriers that disadvantaged youth groups, such as young women and ethnic groups, encounter in terms of access to quality Training and Vocational Education and Training as well as access to information. It will also closely engage with and provide a platform for national civil society organisations working with or representing youth and/or marginalised youth, such as Gender and Development Association (GDA), Vulnerable Youth Development Association (VYDA), Namjai Community Association (NCA), and Lao Red Cross Society to share their views and feedback through consultation workshops.

Component 2: Increased economic empowerment of rural youth through inclusive and equitable quality Technical and Vocational Education and Training (TVET)

The project will support Lao PDR in adopting sustainable development pathways to eradicate extreme poverty and reduce socioeconomic inequality and exclusion through building productive capacities of youth and an enabling environment for enhanced youth employment, employability and entrepreneurship through locally based project activities.

The project will enable young working-age Lao youth in rural areas to participate in the dynamics of rising income from higher value-added manufacturing and services in a gender-sensitive way. This includes i) training access, relevance and delivery which contribute to progressive improvements in productivity, pay, and career ladder mobility within higher value-added manufacturing and services; ii) skills for the disadvantaged youth groups which are industry relevant, compatible with the TVET system and iii) building networks with mentors and facilitators who are expert in the field.

More specifically, it will partner with a youth-related mass organisation and benefit from existing TVET Centres. The project will:

- Establish a model Youth Technical Vocational Education & Training (TVET) in Khammouan Province, with a special focus on the agricultural sector to strengthen rural and agricultural livelihoods capacities of marginal/disadvantaged youth in partnership with the Lao Youth Union (LYU). It will address skills mismatch and low productivities through support for job centres and job market information systems. Efforts will also be directed to greater coordination among businesses, policymakers and education and vocational training bodies in designing curricula based on the labour market and capacity assessments and forecasts that can be jointly conducted with Russian experts. The project will also design partnerships between the targeted TVET institution and local employers to design market-relevant short courses to be delivered by locally identified employers.
- Increased business opportunities and SME development skills for young women entrepreneurs in partnership with Lao Women's Union and Lao Youth Union. This activity will promote and support young women entrepreneurs in managing their business effectively in

² Developed by LYU with support from UNFPA

Huaphanh Province. This activity will provide vocational training for young women in rural areas with through enhanced Vocational Training programme and benefit them from improved livelihoods Support Centres. The project will merge with the existing LWU's Livelihoods Support Centres for Vocational Training. It will support the development of skills and capacities of young women entrepreneurs so they can establish the One District One Product (ODOP) that are registered and certified.

For the development training materials, the project will consider and explore ways to link with the existing "Comprehensive sexuality education (CSE)" in consultation with UNFPA, which is in line with international technical guidance on sexuality education, taking into account the successful experiences of neighbouring countries and the local context in Laos, and was endorsed by the Ministry of Education and Sports.

The targeted TVET centres will also provide advisory services for the trained youth after completion of the course and support building networks with mentors and facilitators who are expert in the field to support their **access to markets**.

Component 3: Enhanced youth social engagement and participation in decision-making processes.

This component is organically complementary but notably innovative approach targeting to tapping the potential of unconventional solutions sourced from youth and engagement of different sectors with human, knowledge and financial resources. Component 3 combines innovative approaches introduced by recently launched UNDP's Accelerator Lab initiative and previously piloted initiatives such as Challenge Prize and Micro Narratives.

- Community Radios, operated by community volunteers, use a bottom-up and two-way communication approach providing a platform for people – including the marginalised and disadvantaged who do not speak Lao language - to receive information in ethnic languages relevant to their needs and interests, speak their thoughts and issues, share knowledge, validate their culture, and help them make informed decisions. Ethnic youth community volunteers, including PwD and young women, will be trained in radio production and management strengthened through continuous capacity building, learning additional knowledge, and sharing of skills at individual and institutional levels. In addition, it seeks to enhance the engagement with youth in participatory advocacy and monitoring to popularise development concepts, the SDGs and national development priorities in a language preferred and understood by rural communities and create multiple channels to receive feedback and measure impacts. Their feedback will be shared with decision-makers and feed into the development of the 9th NSEDP.
- Youth Innovation Challenge (YIC) will provide funding opportunity for innovative pilot projects that test or prove new knowledge, technologies, processes or practices to increase youth social and economic engagement that can be scaled or replicated across the country. Local boot camp(s) / workshops will be organised for the selected youth groups and technical mentorship will be provided. The selected projects will be monitored, and the results will be evaluated. A study visit opportunity to Russia will be given to the team with the best implementation of the pilot project. Also, the best team will be provided with an opportunity to attend Youth Co:Lab Regional Summits that engage the national youth champions across the region together with policymakers, investors, private sector etc.

Overall, the component 3 will **strengthen youth participation in the national decision-making processes and platforms** to ensure that more young people are positioned to exercise spheres of influence in formal decisions and policymaking processes at the national and sub-national levels.

In summary, this programme leverage resources from various sources to empower youth in the Lao PDR economically, socially and politically. Youth are agents of change by identifying and protecting their needs and interest, and by creating positive development in the country.

4. Contribution to Development Outcomes

The above-mentioned goals and objectives address and directly linked with the following thematic priorities of the Youth Window:

- **Supporting youth employment and harnessing the innovation potential of youth.**
- **Promoting decent work, income-generating opportunities and improved wellbeing for rural youth.**
- **Ensuring inclusive and equitable quality education for young people.**

The project also stems from national demands and, in turn, contributes directly to specific outcomes in the country's **8th National Socio-Economic Development Plan 2016-2020 (NSEDP)**, UN Partnership Framework (UNPF) 2017-2021/ UNDP Country Programme Document (CPD) for Lao PDR (2017-2021), and the UN Sustainable Development Goals (SDGs). The project will contribute to the achievement of the following goals:

8th NSEDP Outcome 1: *Continued, firm and inclusive growth by consolidating strong economic foundations and reducing economic vulnerability*

8th NSEDP Outcome 2: *Human resources developed, public/private workforce capacity upgraded, poverty in all ethnic groups reduced, equal access by female/male/all ethnic groups to quality education and health services, the unique Lao culture promoted, protected and developed, political stability maintained with social peace and order, justice and transparency*

8th NSEDP Cross-Cutting Priority 6.7.3: *Promote and Develop Women, Juveniles and Young People*

- The project will upgrade technical labour skill of young people, especially those disadvantaged living in rural areas, to ensure a fulfilling livelihood in a sustainable manner for them.
- The project addresses socio-economic opportunities of young people in Laos and by fostering state-society relationship through open discussions and dialogues.

CPD Outcome #1/UNPF Outcome #1: *All women and men have increased opportunities for decent livelihoods and jobs*

CPD OUTCOME #3/ UNPF OUTCOME #7: *Institutions and policies at national and local level support the delivery of quality services that better respond to people's needs*

- The project develops young people's working capacities and enhancing their participation in the public sphere through formal institutions.
- The project assists the government to develop constructive policies at the country level that better address young people's needs.

In addition, the above-mentioned goals and objectives revolve around the UN SDGs:



SDG 1

Indicator 1.4: By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of 13 property, inheritance, natural resources, appropriate new technology and financial services, including micro-finance.



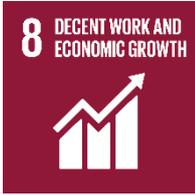
SDG 4

Indicator 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship



SDG 5

Indicator 5.5: Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.



SDG 8

Indicator 8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training



SDG 10

Indicator 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.



SDG 16

Indicator 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels.

5. Gender and ethnicity inclusion

Gender equality and ethnicity inclusion are critical components of the UNDP Strategic Plan. This project is fully aware of the need to mainstream gender and ethnicity into all activities. In terms of gender, it is observed that Lao women do not share the same opportunities for economic participation as men. Unpaid family work is mostly taken up by women, and women generally work more hours per day than men. Encouragingly, women’s access to paid jobs increased steadily, but the wage gap between male and female persist. Most female labour engages in agricultural, retail, hospitality, handicraft and service sectors. The average wage in these sectors is generally lower than other industries that men predominate. In addition, persistent patriarchal social attitudes also carry implications for women’s participation in social activities. In terms of ethnicity, Laos is a country with multi-ethnicity. Language can be diverse, but it also limits economic opportunities and social participation for ethnic youths who can only speak in traditional dialect. The project thus put special focus on the two groups, providing business opportunities and SME development skills for young women and providing a platform for ethnic youths to speak up in their languages. Gender marker is applied to track the level of gender mainstreaming throughout the project cycle.

The project is also closely linked with the empowerment of women and achieving gender equality, which has been one of the top priorities for the Government of Laos (GoL) as they are integral parts of sustainable and inclusive development. Although the GoL has taken a number of important legislative steps to correct the country’s persistent gender imbalances, gaps between men and women remain, especially across different geographic areas and various ethnic groups. Also, the GoL faces new risks as the economy and society changes which eventually affect both men and women differently and will need to be addressed with suitable measures accordingly.

Lao women do not share the same opportunities for economic participation as men. The majority of the workforce, both male and female, is self-employed but there are significant differences in how the work is compensated. Unpaid family work is mostly taken up by women, and women generally work more hours

per day than men. Encouragingly, women's access to paid jobs increased steadily, but the wage gap between male and female persists. Most female labour engages in agricultural, retail, hospitality, handicraft and service sectors. The average wage in these sectors is generally lower than in other industries that men predominate. While more women register firms in the formal sector, female entrepreneurs report that their household responsibilities, which are expected to be taken up by women due to deeply entrenched social expectations, make it more difficult for them than men to start a business.

More particularly, in tertiary education and vocational education, boys outnumber girls in enrolment rates, and the gap increases at higher levels and in more technical fields. Moreover, little is known about the success of girls in entering the labour market after graduating from the vocational training centre in comparison with the ones of boys.

The project firmly acknowledges the need for gender mainstreaming in all its initiatives. This project will, therefore, conduct a more thorough gender analysis to ensure that gender equality is understood and implemented practically through all planned activities.

III. RESULTS AND PARTNERSHIPS

1. Expected Results

The three components are interrelated and designed to create a virtuous loop that to establishes an enabling environment for youth to realise their potential and undertake an important role in the socio-economic development of the country through enhanced social and economic opportunities for youth, with a special focus on enhanced youth employment, employability and entrepreneurship.

In summary, the project contributes to the improvement of system in Lao PDR between labour sphere and vocational education with the participation of various structures, organizations, ministries and departments that share functions for ensuring the operation of the system: forecasting, training planning; system of career guidance; training system for teachers and instructors and the interaction of TVET centres and enterprises

Given the short project duration, the project will draw from the experience of Russia and UNDP in youth economic empowerment. It will facilitate the exchange of knowledge and experiences through South-South and Triangular Cooperation with Russia. More particularly, Russia's experience and success in improving the management of TVET; consolidation of efforts for TVET and labour spheres such as practice-oriented vocational education model and World Skills Russia (WSR) movement development that has improved VET image; and improving the young people career guidance in vocational education. The Russian model will be localized taking into consideration of the Lao context through a joint work of Lao and Russian experts together with UNDP.

This project aims to obtain three mutually reinforcing results:

Output 1: Enabling environment created for the successful implementation of the National Youth and Adolescent Policy³ in the selected provinces through a rapid needs assessment that identifies and defines the most relevant sectors and informs local regulations.

Output 2: Increased economic empowerment of the rural and disadvantaged youth through inclusive and equitable quality Technical and Vocational Education and Training (TVET) and enhanced income-generating opportunities in the selected provinces.

Output 3: Strengthened engagement and participation of youth in planning and decision-making processes and platforms at local and national levels – through the UNDP community radio and Youth Innovation Challenge to ensure youth's voice are seriously considered.

The main activities for each output include:

³ Developed and finalised by LYU with support from UNFPA in 2019

Output 1

The project will support the successful implementation of the strategic interventions from the implementation plan of National Youth and Adolescent Policy⁴ in the selected provinces through a rapid needs assessment that identifies and defines the most relevant sectors and informs local regulations.

It will also contribute to creating an enabling environment where youths can develop and realize their potentials and promoting inclusive youth social and economic engagement. Inputs collected through consultations will feed into the development of youth policy action plan and two TVET centres, Community Radio programmes and the innovation challenge will be used as channels gather youth's voice. Efforts will also be made to link the youth engagement efforts with the existing youth engagement platforms developed by the LYU and UNFPA as part of the Noi ecosystem.

The Lao Youth Union (LYU), who has been leading the development of the National Youth and Adolescent Policy (NYAP) with support from UNFPA, will be the main partner for this component. Several important elements relating to youth will be explored and analysed across various sectors; these would benefit from integration within a youth policy. Such issues include (but are not limited to) (i) rights, laws and policies relevant to youth (ii) vocational education and other skills-building measures to prepare youth for employment and (iii) policies for an innovative environment to foster young entrepreneurs.

It supports the Government's efforts to improve the institutional and policy frameworks conducive to youth's social and economic engagement. Specific attention will be directed at structural barriers that disadvantaged youth groups, such as young women and ethnic groups, encounter.

Activity 1.1. Assess and analyse needs to map the nature of the industrial structure in the selected provinces, which will provide inputs to identify and define the most relevant sectors to guide the project decision making. The assessment will also review local regulations to identify threats and opportunities for youth social and economic engagement in Lao PDR.

The results of the assessment will also inform the local authorities of challenges and opportunities, and subsequently, to plan and manage effectively in order to feed into and inform local regulations.

It will underscore the importance of inclusion of the disadvantaged youth groups including ethnic groups and young women at the local level and ensure that this concept could move beyond a theoretical agreement to identifying entry points put policies into practice. As such, a solid understanding of both the barriers to youth engagement as well as the tools that are currently available to help overcome these barriers is needed. The analysis will ensure that it captures youth experience and voice and use a systematic lens to analyse the barriers youth face. Several important elements relating to youth will be explored and analysed across various sectors. Such issues include (but are not limited to) (i) rights, laws and policies relevant to youth, (ii) vocational education and other skills-building measures to prepare youth for employment and (iii) policies for an innovative environment to foster young entrepreneurs. Consultation workshops will be organised at the central and provincial levels to receive feedback from various stakeholders.

The analysis will be conducted by a team of international and national experts. Suitable Russian experts will be identified and recommended by the Russian Federation Embassy in Lao PDR to conduct these critical assessments and analysis jointly with Lao experts. In the course of analysis, the expert team will conduct Focus Group Interview (FGI) and individual interviews with various stakeholders, including youth and youth-led organisations, ensuring that the analysis captures youth experience using a user-centred approach.

⁴ Developed and finalised by LYU with support from UNFPA in 2019

Activity 1.2. Outreach and Consultations for enhanced multi-stakeholder processes promoting dialogue to support the implementation of the youth policy at the provincial level and feed into the national socio-economic development plan and local regulations related to youth social and economic engagement.

Multi-stakeholder policy discussions will be organised and facilitated through various channels such as the Sector Working Groups, which are the key coordination platforms for each thematic area of development in Lao PDR's Round Table Process and other National Dialogues for ecosystem mapping or Government Innovation Labs to convene systematic interventions. The project will collect feedback and comments on the existing policies and legislation to identify threats and opportunities for youth's social and economic engagement in Lao PDR from the various stakeholders – youth, government, development partners, mass organisation (LYU), youth-led organisation - and synthesise information to inform and feed into the annual roundtable meetings and the development of the 9th National Socio-Economic Development Plan (2021-2025). The results of the analysis (Activity 1.1) will be presented and discussed.

The consultation process will engage various stakeholders, including high-level policymakers from line ministries, technical experts, development partners, young people, and youth-led organisations. Post-consultation survey will be conducted in order to capture youth experience and voice.

Output 2

Three youth groups will be specifically targeted in this project considering their vulnerabilities and challenges in getting into the formal system: i) low skilled young workers in rural areas, ii) disadvantaged youth groups including ethnic groups, youth with/without disabilities and iii) young women.

It aims to increase the economic empowerment of the rural and disadvantaged youth from the perspectives of both demand and supply of labour. From the perspective of supply of labour, the project will work towards increasing employability of young persons through the development of skills, capacities and knowledge as well as the promotion of quality and inclusive TVET. It will seek to support the training of low-skilled and disadvantaged youth to upgrade their skills so that they are better able to find work in the more productive sectors. At the same time, from the perspective of demand for labour, the project will support youth's access to markets and other resources that will increase their productive capacities and competitiveness. This will also encompass skills-building and establishing business services or business incubators. Particular attention will be given to young women entrepreneurs and to disadvantaged youth.

This project will seek to apply Russia's lessons learned, experience, technology and resources, leveraging UNDP's experience and networks in promoting incubation and acceleration, particularly UNDP Accelerator Lab and Youth Co:Lab. Knowledge and experience sharing between Lao and Russia will be discussed and organised for the youth and experts through the following activities.

Activity 2.1. Establish a model Youth Technical Vocational Education & Training (TVET) centre in Khammouan Province, with a special focus on the agricultural sector to strengthen rural and agricultural livelihoods capacities of marginal/disadvantaged youth in partnership with the Lao Youth Union (LYU). The geographical target was identified based on close consultation with the LYU and their needs in developing capacities of youth in rural and disadvantaged areas.

Located at the central part of the Lao PDR, more than 383,000 inhabitants (of which 27.1% is considered poor) in Khammouane province mostly engage in farming activities, as the fertile land is well-suited to grow rice, cabbage, sugar cane, bananas, and other fruits and vegetables. The availability of natural resources and manpower to participate in agricultural activities is vital to provincial economic growth. These farming activities also indicated a significant opportunity for the province to improve product quality, farming practices, and expand the market for greater income, but this is dependent on a combination of better private sector coordination, government support, and linkages with local and international markets. Currently, access to quality vocational

training remains low. For instance, only 2.95% of all persons aged 15-64 years have received some form of vocational training according to Labour Force Survey reports (2010). The current TVET training fails to connect to jobs available in the marketplace (UNFPA, 2014).

The proposed youth-oriented model TVET centre will provide vocational training that addresses skills mismatch and low productivities, with a specific focus on the agricultural sector, through support for job centres and job market information systems. Efforts will also be directed to greater coordination among businesses, policymakers and education and vocational training bodies in designing curricula based on the labour market and capacity assessments and forecasts that can be jointly conducted with Russian experts identified through the Experts for Development database and Skolkovo School of Management.

The activity will benefit from the existing TVET centre that has been operated by LYU to address skills mismatch, low productivities and lack of land quality management through support for job centres and job market information systems. Efforts will also be directed to greater coordination among businesses, policymakers and education and vocational training bodies in designing curricula based on the labour market and capacity assessments and forecasts that can be jointly conducted with Russian experts. The project will also design partnerships between the targeted TVET institution and local employers to design market-relevant short courses to be delivered by locally identified employers. Relevant equipment will be provided to the TVET Center.

The TVET centre will also provide agricultural advisory services for the trained youth after completion of the course and support building networks with mentors and facilitators who are expert in the field to support their access to markets.

Activity 2.2. Increased business opportunities and SME development skills for young women entrepreneurs in partnership with Lao Women’s Union and Lao Youth Union

This activity will promote and support young women entrepreneurs in managing their business effectively in Houaphanh Province. Houaphanh Province was selected through the mapping of UNDP projects with Lao Government programme to bring the synergy while avoiding overlap with other development projects while addressing the highest priority action on poverty and drawing on the critical lessons from all regions of Lao PDR representing the Northern, Central, and Southern parts.

According to the 2015 census-based poverty map, Houaphanh province has the highest proportion of poor households (37%) compared to other northern provinces. Women, in particular, are still vastly constrained in livelihood options and economic opportunities due to social stigma, limited mobility, funding, and market knowledge.

On the other hand, Houaphanh province has great potential for developing its tourism, textile production and agricultural sectors. Houaphanh Province is known for its rich cultural heritage, textile production and natural resources. It houses hundreds of caves that are historically important to the country. Houaphanh’s thick green forest and water resources provide large fertile land area suitable agriculture. In addition, the area is among the biggest producers of hand-woven textiles in Lao PDR.

This activity will, therefore, provide vocational training for young women in rural areas through enhanced Vocational Training Center and benefit them from improved livelihoods Support Centers. The project will merge with the existing LWU’s Vocational Training Center and Livelihoods Support Centers.

TVET curricula will be designed based on the labour market and capacity assessments and forecasts that can be jointly conducted with Russian experts. Through the activity, the project will:

- develop the skills and capacities of young women entrepreneurs;

- establish the One District One Product (ODOP), which is one of the priority projects of GoL in terms of solving poverty in Lao PDR, producer group(s) with a special focus on young women;
- support the trained young women entrepreneurs in producing, registering and certifying ODOP products;
- facilitate the access to business service providers including training on ODOP production and packaging

Output 3

The project will promote inclusive and effective engagement and participation of youth in planning and decision-making processes and platforms at local and national levels that support innovative sustainable development solutions to poverty, inequality and exclusion.

Activity 3.1. Enhanced social engagement through Community Radio:

This activity aims to establish youth-led Community Radio Stations in Khammouan and Houaphan provinces and will be engaged with relevant partners including LYU, LWU and Ministry of Information, Culture and Tourism (MICT).

Community Radios, operated by community volunteers, use a bottom-up and two-way communication approach providing a platform for people – including the marginalised and disadvantaged who do not speak Lao language - to receive information in ethnic languages relevant to their needs and interests, speak their thoughts and issues, share knowledge, validate their culture, and help them make informed decisions.

Ethnic youth community volunteers, including PwD and young women, will be trained in radio production and management strengthened through continuous capacity building, learning additional knowledge, and sharing of skills at individual and institutional levels. It will build youth volunteer capacities addressing specific knowledge and skills gaps and carry out advanced learning sessions for peer coaches both on radio production and technical skills. It will also coordinate learning opportunities for station management boards and radio youth volunteers such as knowledge and experience exchange programmes with Russia and training.

In addition, it seeks to enhance the engagement with youth in participatory advocacy and monitoring to popularise development concepts, the SDGs and national development priorities in a language preferred and understood by rural communities and create multiple channels to receive feedback and measure impacts. Their feedback will be shared with decision-makers and feed into the development of the 9th NSEDP.

Youth community volunteers will also be supported in initiating community outreach activities in their communities to promote national/community events such as International Women’s Day, World Youth Day, World Radio Day, International Volunteers Day, World Environment Day, World Food Day, national immunisation campaigns, important cultural observations and Government holidays.

This component will be implemented in the same geographic targets to bring more synergies with other activities. Trainees and Trainers of TVET Centers will be invited to Community Radio stations to support to the development of radio programmes on economic and social inclusion of youth, with a special focus on youth employment and well-being of rural youth. Trainers and trainees will share their knowledge and experiences with the Community Radio volunteers for rolling out and opportunities for volunteering for Community Radio will be given in order for them to further contribute to the communities as development actors.

Activity 3.2. Youth Innovation Challenge (YIC) will provide funding opportunity for innovative pilot projects that test or prove new knowledge, technologies, processes or practices to increase youth social and economic engagement that can be scaled or replicated across the country. Local boot camp(s) / workshops will be organised for the selected youth groups and technical mentorship will

be provided. The selected projects will be monitored, and the results will be evaluated. A study visit opportunity to Russia will be given to the team with the best implementation of the pilot project. Also, the best team will be provided with an opportunity to attend Youth Co:Lab Regional Summits that engage the national youth champions across the region together with policymakers, investors, private sector etc.

Youth Challenge will encourage the most marginalised and disadvantaged youth as a problem solver, not only beneficiaries, of locally relevant challenges and chronic bottlenecks in local development, or a specific problem or priorities that communities encounter. Youth Challenge will also encourage proposals that have a multi-sectoral approach focusing on women, youth and Persons with Disabilities, as a practical way of engaging youth with the wider communities in local development and building an enabling environment for youth's engagement in the achievement of SDGs. Youth Challenge in Lao PDR is expected to cover various locally relevant challenges and bottlenecks for youth (with / without disabilities) such as education, accessible and inclusive learning platforms for the disadvantaged youth, access to the labour market and work opportunities for young people, and building networks with mentors and facilitators who are expert in the field to support the creation of youth-led social enterprises to address these challenges where they can receive further support beyond UNDP and continue to create impact in a sustainable way.

Recently launched UNDP's Accelerator Lab and LYU will be closely working together in designing and implementing the YIC. It will also engage UNDP Youth Co:Lab other UN Agencies including UNICEF and UNFPA, and national youth-led organisations such as Vientiane College Majors Volunteers, Vientiane Global Shapers and Stella. Through the engagement of Youth Co:Lab programme, young entrepreneurs in Laos will receive the opportunity to network, share and learn from the region's largest youth-led social entrepreneurship movement spread across over 20 countries in the region. Youth Co:Lab Springboard programme may provide an opportunity to connect with industry leaders from various sectors as mentors to improve their performance, impact and financial capacity.

Through this process, youth in Lao PDR will be able to bring their innovative ideas to inform the policy makers and relevant stakeholders and feed into the Youth Policy Action Plan that is expected to be updated every year for more inclusive and participatory way.

2. Resources Required to Achieve the Expected Results

The proposed budget will cover the cost of short and long-term experts, staff, the implementation of training activities, and other related costs. The proposed project will be co-financed by funds from UNDP-Russia Trust Fund and UNDP Lao DPR.

Output 1 and output 2 are mainly financed by the UNDP-Russia Trust Fund and Output 3 will be co-financed (in-kind) by UNDP Lao DPR's on-going project – Community Radio. Cost of Country Office staff's time (as assurance and oversight) will be charged directly to the project as Direct Project Costs based on the time spent on the project and co-financed by UNDP Lao PDR.

The project will actively mobilize more resources to expand and scale-up the initiative. Moreover, the implementation of the project's activities will take into account and work closely with other projects of UNDP, UN agencies and other Development Partners to ensure that there is no overlap or duplication, but also in order to collaborate so as to create synergy in related activity areas and, thereby, achieve maximum developmental impact and the use of resources.

3. Partnerships

Given the rather short project duration and its innovative approaches, the project seeks to partner with different institutions, stakeholders and projects to maximise impact and to ensure its sustainability to successfully achieve its goals.

The project will draw from the experience of Russia and UNDP in youth economic empowerment as well as the experiences from the joint work done by the LYU and UNFPA in youth empowerment, promoting youth engagement and developing the National Youth and Adolescent Policy. It will facilitate the exchange of knowledge and experiences through South-South and Triangular Cooperation with Russia. More particularly, Russia's experience and success in improving the management of TVET; consolidation of efforts for TVET and labour spheres such as practice-oriented vocational education model and World Skills Russia (WSR) movement development that has improved VET image; and improving the young people career guidance in vocational education. The Russian model will be localized taking into consideration of the Lao context through a joint work of Lao and Russian experts together with UNDP.

1) Russian Federation Partners

The cooperation through ASEAN such as the 2016 Russia-ASEAN 4th Youth Summit was a significant testimony of increasing ties and partnership between Russia and the region, including Lao PDR. The proposed project provides an opportunity to bring the Lao-Russia-UN cooperation closer in the areas of youth employment, business, and innovation. As this is the first Russian funded development project through the UN in Lao PDR, the project will further cooperate with the Russian Federation and explore a partnership with other Russia's institutions such as Russian Youth Union and Russian Women Union.

More specifically, this project will seek to apply Russia's lessons learned, experience, technology and resources on the improvement of TVET management, and leveraging UNDP's experience and networks on youth empowerment. Knowledge and experience sharing between Lao PDR and Russia will be further explored. The project will also closely engage the Russian Embassy in Lao PDR to seek guidance and inputs on the project's strategies and partnership with other key Russian institutions and programmes as follows:

- Russian Expertise Locator (joint initiative between UNDP and the Russian government) : The database of Russian experts for international development is an online database (<http://expertsfordevelopment.ru/>) with profiles of Russian experts in various fields to facilitate their involvement in the implementation of development programs around the world. Russian expertise in various fields is one of the important sources of knowledge and practical solutions that can contribute to more effective implementation of international development programs globally. The database contains verified, regularly updated profiles of motivated experts with the relevant work experience for development assistance projects and is regularly updated and new thematic areas are added. As of December 2019, 202 experts in 16 thematic areas, including sustainable economic growth, innovations, education and etc., are registered in the database and is available to all users without registration. Experts who have years of experience in youth policy, TVET, youth engagement, entrepreneurship and innovation can be engaged and consulted. Russian experts can also be identified through this channel to analyze existing youth policies and legislations in Lao PDR jointly with Lao experts.
- Federal Agency for Youth Affairs: The Federal Agency for Youth Affairs is a government agency that coordinates state youth policy and mediate between the state and youth representatives. The agency's activities are wholly focused on creating the maximum number of opportunities for self-realization of young people and, as a result, the effective realization of the innovative potential of young people in society. Guided by the 'State Youth Policy of the Russian Federation for the Period until 2025', it is expected that the agency can provide expertise and share experience regarding policy framework for youth development in Laos.

In addition, the Agency has rich experiences in engaging youth through forums and workshops. The International Youth Forum 'Eurasia Global', for instance, provide a platform for youths from all walks of lives to interact and forge partnership plans. Activity 3.2 of the project can take reference from this experience as boot camps and workshops to study how to upgrade the discussion content and foster interactions between Lao youths.

- Association of Volunteer Centres: The Association of Volunteer Centres is the largest volunteer organization in Russia, uniting over a million volunteers across the country. Established in 2014, the association aim to create infrastructures and conditions necessary for the development of volunteering. The association has also become a Russian think tank in the field of volunteering with AVC experts participating in the development of federal legislation on volunteering, and action plan for its implementation. As the bridge between society and the government, AVC have also been implementing dozens of joint projects with partnering organizations in the field of sports, healthcare, social protection, culture, ecology, education and others. With rich experience in engaging with volunteerism and youth, the Association can be engaged to provide technical advice for the community radio where ethnic youth community volunteers, including PwD and young women, will be trained in radio production and management, and volunteer community outreach activities.
- Skolkovo School of Management: Established in 2006, the Moscow School of Management SKOLKOVO is the largest private business school in Russia. The project will seek to explore the partnership with the School to provide methodological and expert support in the research stage of the project. The school, with its methodological 'franchise' in running foresight of labour market, can analyze future industry and skills projection in regional/ Lao context at the initial stage of the project to provide reliable data and evidence-based recommendations for future interventions. The school have also used the Managing TVET Institution simulator to improve the quality of management in TVET institution. The Managing TVET Institution simulator is an imitation system, including hundreds of activity parameters and at least 200 solutions. Using the simulator, managers of TVET institutions are able to review the external and internal environment and work of the institution, educational programmes, and the student–alumni interaction policy; and make managerial decisions based on the information they have analysed.

The simulator and experience sharing from the School is expected to strengthen the capacity of the TVET in Khammouan Province to deliver training in line with the demand of the economic sector and skills anticipation through innovative education technologies

2) Lao PDR Partners:

- The Lao People's Revolutionary Youth Union (LYU) is a mass organisation, with around 702,695 registered members, dedicated to increasing awareness about youth issues and mobilising young people to contribute to the country's development. The LYU operates at central, provincial, district and village levels and has a direct influence on all youth-related activities. The project will closely engage the LYU to seek concrete suggestions and data to better formulate strategies that foster socio-economic and political opportunities for young people in Lao PDR. Added efforts from the LYU would accelerate the impact of all three components of this project.
- Established in 1955, the Lao Women's Union (LWU) is mandated to mobilise and unite Lao women to actively involved in the national protection and development process. The Union also promotes the implementation of policies at all levels that promotes gender equality and the advancement of women in all aspects. LWU is highly established with networks all over Lao PDR. Training centres, for instance, organize vocational trainings for Lao women. Regarding Component 2 of this project, the LWU can provide expertise regarding the vocational needs of Lao women and their career development trends. Utilizing their sophisticated networks, trainings for young female

entrepreneurs can also be co-organized with the LWU. The project will continue to explore a potential partnership with associations under the LWU, such as the Lao Business Women’s Association (LBWA).

- UNDP has developed longstanding cooperation with the government of Lao PDR over the years. Close collaboration with relevant state authorities will be key to the successful implementation of the project. The Ministry of Information, Culture and Tourism (MICT), Ministry of Planning and Investment (MPI), Ministry of Agriculture and Forestry (MAF) etc. will be involved in various stages of the project through consultations and feedback mechanism. Their expertise in their respective areas can be utilized to coordinate and mobilize the community whenever needed.

3) UN Agencies:

The project will seek partnership with other UN agencies for content development, information sharing and technical assistance with respect to their mandates accordingly. Various UN agencies work on youth-related issues in different aspects of Lao PDR. ILO has been working on the empowerment of marginalized and vulnerable populations through Community-Based Enterprise Development (C-BED) and a Decent Work Country Programme for Lao PDR to promote employment and technical/vocational skills development in line with market demand. UNICEF, for instance, have been advocating youth participation in planning and creating platforms for adolescents to express their ideas about issues affecting them. The UNFPA has been providing technical assistance to the government and programming regarding women and adolescent issues through a comprehensive approach under Noi 2030 Framework and Noi ecosystem. UNFPA supported the Lao Youth Union to conduct Situation analysis of adolescents and youth in Lao PDR and supported in developing the draft National Youth and Adolescent Policy. UNFPA has been leading longstanding work on adolescents and youth the Lao Youth Union, Key line ministries and other partners. The FAO has done extensive researches about rural youths in Lao PDR.

4) Other Partners:

In order to ensure youth’s voices and experiences are captured throughout the project cycle, the project has consulted and will continue to explore partnerships with other youth-led organizations, such as Vientiane College Majors Volunteers, Vientiane Global Shapers and Stella, as well as local non-profit associations working with or representing youth and/or marginalised youth, such as Gender and Development Association (GDA), Vulnerable Youth Development Association (VYDA), Namjai Community Association (NCA), and Lao Red Cross Society.

The project will also use its outcome to seek funds from or collaborations with other development partners who work in youth development in Lao PDR, namely ADB, GIZ, Luxembourg, KOICA, and Child Fund.

4. Risks and Assumptions

No	Risks	Counter measures
1	Lack of understanding and willingness from the part of family to invest in youth’s education and skill training	The project will use Community Radio for community outreach to raise awareness about economic return of investment in education.
2	Programme inputs (funds, human resources, etc.) are not mobilized in a timely fashion	The project seeks to avoid this risk by ensuring that procurement of services (individuals, firms) is done in the most efficient manner with due consideration of the need for high levels of expertise to successfully implement the project.
3	Potential impact on gender equality, women’s empowerment and human	The project fully considers and promotes gender equality and women’s empowerment. The training programmes will be developed in a way that allows disadvantaged youth, including those with limited

	rights	general education, to benefit.
4	The project’s major focus is testing of new approaches for scaling up. However, reflective and timely learning does not take place to effectively incorporate lessons from pilots for successful scaling up.	The project places a central focus on “effective learning” to identify what works and what does not work in a timely manner. For this reason, the project conducts regular assessments to evaluate the design of curriculum developed under the project and to improve the design and implementation approaches, by incorporating lessons learned. The project will make use of the lessons learned for designing a successful approach for scaling up.

5. Stakeholder Engagement

The main beneficiaries will be youth in Lao DPR, in particular, disadvantaged young people who live in rural areas, ethnic groups and young women – initially in areas specifically targeted by the project. More broadly, public officials and practitioners in the relevant sector – e.g., LYU, LWU and MICT, at the national, provincial, district, and village levels - will benefit as a by-product of their improved capacity and working conditions. LYU will be closely engaged to formulate enabling policies for youth development. Other stakeholders to be consulted include government ministries, provincial and district authorities, civil society youth organizations, development partners, private sector, gender inclusive groups and ethnic groups.

Over time, the Government and community, as a whole, will benefit through inclusive social and economic change and improved economic opportunities as a result of active engagement of youth.

6. South-South and Triangular Cooperation (SSC/TrC)

Overall, the project will draw from the experience of Russia and UNDP in youth economic empowerment. It will facilitate the exchange of knowledge and experiences through South-South and Triangular Cooperation with Russia. More particularly, Russia’s experience and success in improving the management of TVET; consolidation of efforts for TVET and labour spheres such as practice-oriented vocational education model and World Skills Russia (WSR) movement development that has improved VET image; and improving the young people career guidance in vocational education. The Russian model will be localized taking into consideration of the Lao context through a joint work of Lao and Russian experts together with UNDP.

In addition, The project will promote South-South and Triangular Cooperation through close coordination with UNDP regional and global offices. Particularly, for the output 3, UNDP Youth Co:Lab will be closely engaged for south-south learning/exchanges and replication of best practices, both within Lao PDR as well as the region. This will happen through exchange visits and regional workshops/meetings. The project will work closely with UNDP/Russian Trust Fund team to explore and expand cooperation with other countries.

The project ensures full access to information to project-related activities and decisions by making all relevant information available on our project and UNDP country website. Furthermore, the project will conduct awareness-raising activities to ensure that relevant stakeholders fully understand key concepts and its impacts and potential for youth social and economic engagement.

7. Knowledge

A great number of knowledge products will be developed through the project. These products potentially include research studies, assessment reports, manuals, training guides or curricula and draft action plan. The project will also produce various media products, such as radio broadcasts, newspaper articles, posters, leaflets and booklets, and information sheets. In addition to identifying specific knowledge products to be developed in each activity-area, the project will also ensure the overall visibility of each activity and result,

and ensure proper knowledge management and capture of lessons-learned. Knowledge materials related to National Youth and Adolescent Policy will co-brand with the Lao Youth Union and UNFPA.

8. Sustainability and Scaling Up

Actionable exit plan will be produced jointly with national partners considering the following points:

Social and human development sustainability will be improved through skills upgrading/training programmes (under outputs 2). The impact of education on socio-economic development is widely known. Not only will it contribute to sustainable social and economic growth of the communities, but more importantly, it has a profound and long-term impact on the quality of life of youth themselves and their families.

Institutional sustainability will be improved through systematic capacity development measures for Lao partners. The project supports the establishment of a qualification programme and provides training of trainers to the Government staff and training institutions so that they can continue to provide training to youth after the completion of the project.

Innovation and scaling up are central to the project. The project will pioneer a number of innovative approaches in public private sector partnership to build strong human resources in implementing activities under output 2 and output 3. These models will be developed in a way that is easy to scale up with minimal financial investment.

IV. PROJECT MANAGEMENT

UNDP will serve as a delivery partner to the project, under Direct Implementation Modality (DIM). The project will seek to maximize the results by jointly implementing activities with other partners such as Lao Youth Union, Lao Women's Union and Ministry of Information, Culture and Tourism. Additionally, the project will closely work with the Ministry of Education and Sports of Lao PDR for curriculum development and certification programme. The project will draw on expertise and knowledge from Russian partners such as Russian Expertise Locator, Federal Agency for Youth Affairs, Association of Volunteer Centres, and Skolkovo School of Management as well as other UN agencies such as ILO, UNFPA, UNICEF, UNESCO, and UN Regional Youth Co-Lab team.

The project will be governed by a Project Board. To support the Board in its function, UNDP will act as project assurance to ensure compliance with the rules and regulations. On a daily basis, the project will be coordinated by a project coordinator/manager to ensure the smooth and quality delivery of the project. The Country Office will also provide logistical support to the project.

The project is based in Vientiane, housed in UNDP. Its coverage is nation-wide through its work to address policy and regulation issues, policy researches and institutional capacity building for the output 1. Output 2 and 3 will be based in two selected provinces, Khammouan and Houaphan targeting the young women and men living in rural areas, including ethnic groups.

In two selected provinces, a designated focal point in each province will be appointed to support the coordination, fund sourcing, monitoring and reporting responsibilities under the lead of the Project Manager.

Details of management structure and functions are discussed under the subsequent section, XVIII Governance and Management Arrangements.

V. RESULTS FRAMEWORK⁵

Intended Outcome as stated in the UNDAF/Country [or Global/Regional] Programme Results and Resource Framework: <ul style="list-style-type: none"> - CPD Outcome #1/UNPF Outcome #1. All women and men have increased opportunities for decent livelihoods and jobs - CPD OUTCOME #3/ UNPF OUTCOME #7: Institutions and policies at national and local level support the delivery of quality services that better respond to people's needs 								
Outcome indicators as stated in the Country Programme [or Global/Regional] Results and Resources Framework, including baseline and targets: <ul style="list-style-type: none"> - CPD 1.3: Percentage of Labour Force in formal sector as a share of total employment rate (Disaggregated by Gender) Baseline: 15.6% (female: 15%, male: 75%) (2010) / Target: 30% (female: 30%, male: 70%) (2021) - CPD 3.3. Extent to which NSEDP monitoring informs evidence-based policy making Baseline: Limited extent (2015) / Target: Large extent (2021) 								
Applicable Output(s) from the UNDP Strategic Plan: <ul style="list-style-type: none"> - SP Output 1.1.1 Capacities developed across the whole of government to integrate the 2030 Agenda, the Paris Agreement and other international agreements in development plans and budgets, and to analyse progress towards the SDGs, using innovative and data-driven solutions - SP Output 2.2.2 Constitution-making, electoral and parliamentary processes and institutions strengthened to promote inclusion, transparency and accountability 								
Project title and Atlas Project Number: Enhancing social and economic opportunities for youth in Lao PDR								
EXPECTED OUTPUTS	OUTPUT INDICATORS ⁶	DATA SOURCE	BASELINE		Target			DATA COLLECTION METHODS & RISKS
			Value	Year	Year 1	Year 2	FINAL	
Output 1 The project will provide support in the implementation of the strategic interventions from the implementation plan of National Youth and adolescent Policy in the selected	1.1 A rapid needs assessment mapping the nature of the industrial structure per province	Needs assessment report Project report (annual and quarterly report)	0	2019	2	0	2	Review of documents / monitoring visit

⁵ UNDP publishes its project information (indicators, baselines, targets and results) to meet the International Aid Transparency Initiative (IATI) standards. Make sure that indicators are S.M.A.R.T. (Specific, Measurable, Attainable, Relevant and Time-bound), provide accurate baselines and targets underpinned by reliable evidence and data, and avoid acronyms so that external audience clearly understand the results of the project.

⁶ It is recommended that projects use output indicators from the Strategic Plan IRRF, as relevant, in addition to project-specific results indicators. Indicators should be disaggregated by sex or for other targeted groups where relevant.

provinces in partnership with Lao Youth Union.	1.2 Number of multi-stakeholder consultations at the national and sub-national levels	Project report (annual and quarterly report)	0	2019	4	4	8	Review of documents / monitoring visit
Output 2 Increased economic empowerment of the rural and disadvantaged youth through inclusive and equitable quality Technical and Vocational Education and Training (TVET) and enhanced income-generating opportunities in the selected provinces.	2.1 Youth Technical Vocational Education & Training (TVET) Centres equipped with improved TVET curriculum customised to the selected provinces	Project report (annual and quarterly report)	0	2019	2	2	2	Review of documents / monitoring visit
	2.2 % of trainees have access to employment /self-employment <i>in formal sector</i>	Project report (annual and quarterly report)	0	2019	60	80	80	Review of documents / monitoring visit
Output 3 Enhanced youth social engagement and participation in decision-making process	3.1 Number of new Community Radio stations established	Project report (annual and quarterly report)	0	2019	2	0	2	Review of documents / monitoring visit
	3.2 % of Community Radio volunteers who are youth (disaggregated by sex / ethnic)	Project report (annual and quarterly report)	0	2019	60	80	80	Review of documents / monitoring visit
	3.3. Number of Innovation Challenge projects piloted by youth in the selected provinces	Project report (annual and quarterly report)	0	2019	6	6	12	Review of documents / monitoring visit

VI. MONITORING AND EVALUATION

Monitoring Plan

Monitoring Activity	Purpose	Frequency	Expected Action
Track results progress	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 / indicator.	Slower than expected progress will be addressed by project management.
Monitor and Manage Risk	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.	Quarterly	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.
Learn	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.	At least annually	Relevant lessons are captured by the project team and used to inform management decisions.
Annual Project Quality Assurance	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.	Annually	Areas of strength and weakness will be reviewed by project management and used to inform decisions to improve project performance.
Review and Make Course Corrections	Internal review of data and evidence from all monitoring actions to inform decision making.	At least annually	Performance data, risks, lessons and quality will be discussed by the project board and used to make course corrections.
Project Report	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	
Project Review (Project Board)	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	Specify frequency (i.e., at least annually)	Any quality concerns or slower than expected progress should be discussed by the project board and management actions agreed to

	discuss opportunities for scaling up and to socialize project results and lessons learned with relevant audiences.		address the issues identified.
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VII. MULTI-YEAR WORK PLAN

Expected Outputs	Planned Activities		Planned Budget by Year		Responsible Party	Planned Budget
			Y1	Y2		Amount
Component 1: Support in the implementation of the strategic interventions from the implementation plan of National Youth and adolescent Policy in the selected provinces GEN 2	1.1	A rapid needs assessment mapping the nature of the industrial structure in the selected provinces. (consultants)	25,000	5,000	UNDP in cooperation with LYU	30,000
	1.2	Consultation at the national and sub-national levels	38,000	38,000		76,000
		Monitoring	2,000	2,000	UNDP	4,000
		Total for Component 1	55,000	55,000		110,000
Component 2: Increased economic empowerment of the rural and disadvantaged youth through inclusive and equitable quality Technical and Vocational Education and Training (TVET) and enhanced income-generating opportunities GEN 3	2.1	Establish a model Youth Technical Vocational Education & Training (TVET) in Khammouan Province	206,000	188,000	UNDP in cooperation with LYU	394,000
		- <i>Design the Curricula based on assessment by International (preferably) Russian and Lao experts</i>	20,000	-		20,000
		- <i>TVET Programme (incl. equipment)</i>	110,000	110,000		220,000
		- <i>Support to the trained producer group(s)</i>	30,000	30,000		60,000
		- <i>Exchange Programme with Russia (Skolkovo School of Management and/or other partners)</i>	20,000	20,000		40,000
		- <i>Operational & Staff Support to the TVET Center</i>	26,000	28,000	54,000	
	2.2.	Increased business opportunities and SME development skills for young women entrepreneurs in partnership with Lao Women's Union and Lao Youth Union	186,000	168,000	UNDP in cooperation with LWU	354,000
		- <i>Design the Curricula based on assessment by International (preferably) Russian and Lao experts</i>	20,000	-		20,000
	- <i>TVET programme (incl. equipment)</i>	90,000	90,000		180,000	

		- Exchange Programme with Russia (Skolkovo School of Management and/or other partners)	20,000	20,000		40,000
		- Support to the ODOP producer group(s)	30,000	30,000		60,000
		- Operational & Staff Support to the TVET Center	26,000	28,000		54,000
		Monitoring	6,000	6,000	UNDP	12,000
		Total for Component 2	398,000	362,000		760,000
Component 3: Enhanced youth social engagement and participation in decision-making processes GEN 2	3.1.	Enhanced social engagement through Community Radio*	228,000	70,000	UNDP in cooperation with MICT	298,000
		- Assessment for the Establishment of CR Stations	3,000	-		3,000
		- Establishment of 2 CR Stations	160,000	-		160,000
		- Radio Programme Development and Broadcasting	35,000	40,000		75,000
		- CR Volunteer Training Operation	20,000	20,000		40,000
		- CR Volunteer Training and Exchange Programme with Russia (tentatively with Association of Volunteer Centres and/or others)	10,000	10,000	20,000	
	3.2.	Youth Innovation Challenge (YIC)	48,500	48,500	UNDP	97,000
		- IYC exploring locally relevant and locally driven, effectively adaptable, sustained, and replicable solutions :Booth camps, mentoring /networking programmes	14,000	14,000		28,000
		- Grants (6 projects/year)	18,000	18,000		36,000
		- SSC and Replication (Prize) a. Exchange Programme with Russia for the best project b. Youth Co:Lab Regional Summit	15,000	15,000		30,000
		Monitoring	1,500	1,500	UNDP	3,000
		Total for Component 3	278,000	120,000		398,000
Project Management and Technical Support		UNDP Technical and Development Effectiveness Support**	160,000	160,000	UNDP	320,000
		Total for Project Mngt and Tech Support	160,000	160,000		320,000
General Management Services (8%)			56,000	56,000		112,000
TOTAL			947,000	753,000		1,700,000

* Co-financing: 40,000 USD (in-kind)

** Co-financing: 160,000 USD (in-kind)

***Monitoring of each activities can be combined for synergies and efficiency

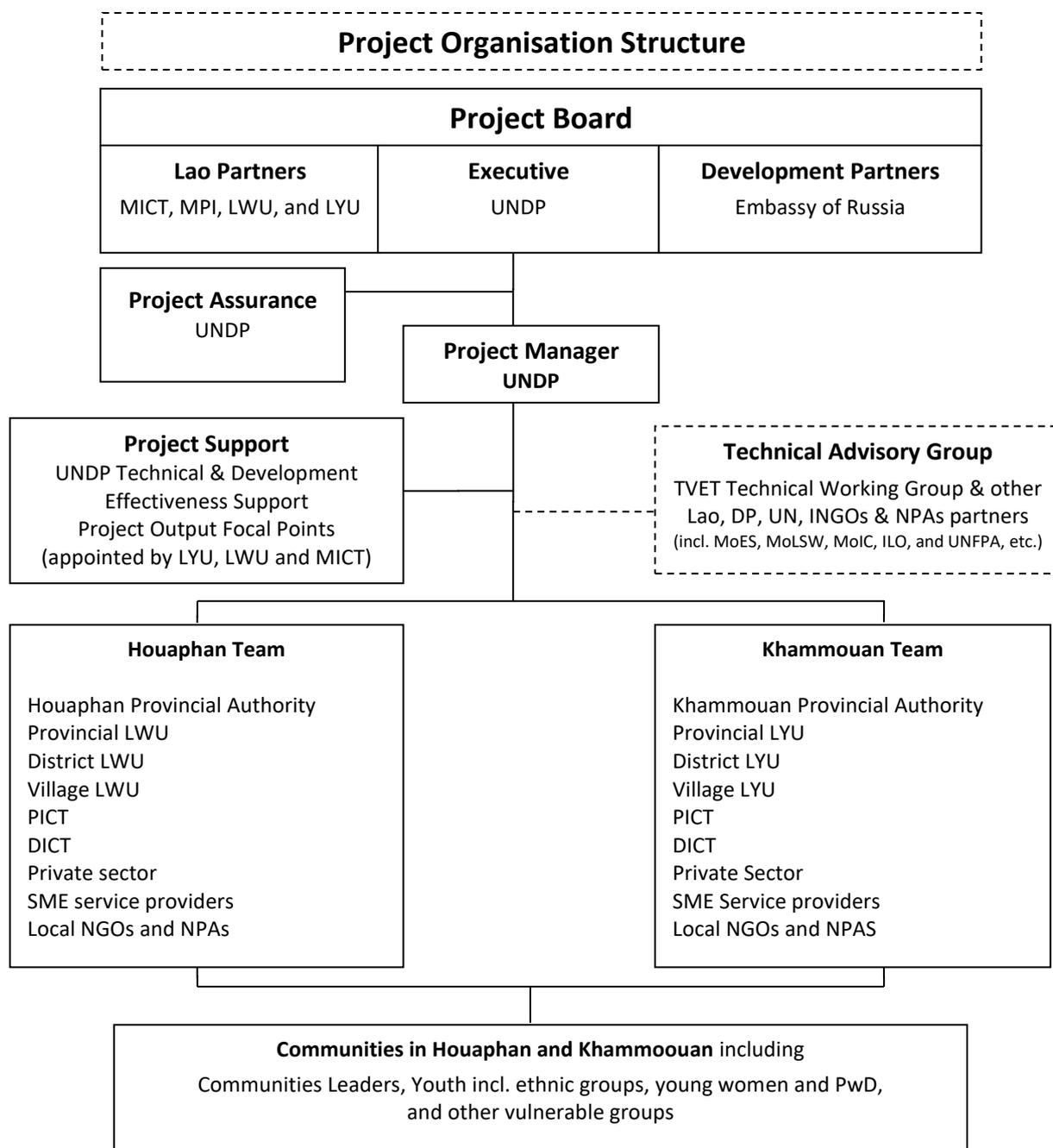
**** The MYWP is indicative

VIII. GOVERNANCE AND MANAGEMENT ARRANGEMENTS

The proposed project will be managed as illustrated in the diagram below. The proposed components are anticipated to be implemented together with other key Partners including the Lao Youth Union (LYU), the Lao Women’s Union (LWU), the Ministry of Information, Culture and Tourism (MICT). The board will meet at least once a year.

A Project Manager is designated by the Project Board. Operational responsibility for outputs will be assigned to the specific divisions of the Lao Partners or equivalent offices at the provincial and district levels.

The implementation of the project will be fully supported by the project quality assurance and support team in the UNDP Lao PDR Country Office in accordance with UNDP regulations, rules, policies and procedures.



IX. LEGAL CONTEXT

This project document shall be the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement between the Government of Lao PDR and UNDP, signed on 10 October 1988. All references in the SBAA to “Executing Agency” shall be deemed to refer to “Implementing Partner.”

This project will be implemented by UNDP (“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.

X. RISK MANAGEMENT

1. UNDP as the Implementing Partner will comply with the policies, procedures and practices of the United Nations Security Management System (UNSMS.)
2. UNDP as the Implementing Partner will undertake all reasonable efforts to ensure that none of the [project funds]⁷ [UNDP funds received pursuant to the Project Document]⁸ 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. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document.
3. 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>).
4. UNDP as the Implementing Partner will: (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.
5. In the implementation of the activities under this Project Document, UNDP as the Implementing Partner will handle any sexual exploitation and abuse (“SEA”) and sexual harassment (“SH”) allegations in accordance with its regulations, rules, policies and procedures.
6. 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.
7. UNDP as the Implementing Partner will ensure that the following obligations are binding on each responsible party, subcontractor and sub-recipient:
 - a. Consistent with the Article III of the SBAA [*or the Supplemental Provisions to the Project Document*], the responsibility for the safety and security of each responsible party, subcontractor and sub-recipient and its personnel and property, and of UNDP’s property in such responsible party’s, subcontractor’s and sub-recipient’s custody, rests with such responsible party, subcontractor and sub-recipient. To this end, each responsible party, subcontractor and sub-recipient shall:
 - i. 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;

⁷ To be used where UNDP is the Implementing Partner

⁸ To be used where the UN, a UN fund/programme or a specialized agency is the Implementing Partner

- ii. assume all risks and liabilities related to such responsible party's, subcontractor's and sub-recipient's security, and the full implementation of the security plan.
- b. 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 responsible party's, subcontractor's and sub-recipient's obligations under this Project Document.
 - c. In the performance of the activities under this Project, UNDP as the Implementing Partner shall ensure, with respect to the activities of any of its responsible parties, sub-recipients and other entities engaged under the Project, either as contractors or subcontractors, their personnel and any individuals performing services for them, that those entities have in place adequate and proper procedures, processes and policies to prevent and/or address SEA and SH.
 - d. Each responsible party, subcontractor and sub-recipient will take appropriate steps to prevent misuse of funds, fraud or corruption, by its officials, consultants, subcontractors and sub-recipients in implementing the project or programme or using the UNDP funds. It will ensure that its financial management, anti-corruption and anti-fraud policies are in place and enforced for all funding received from or through UNDP.
 - e. The requirements of the following documents, then in force at the time of signature of the Project Document, apply to each responsible party, subcontractor and sub-recipient: (a) UNDP Policy on Fraud and other Corrupt Practices and (b) UNDP Office of Audit and Investigations Investigation Guidelines. Each responsible party, subcontractor and sub-recipient 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.
 - f. In the event that an investigation is required, UNDP will conduct investigations relating to any aspect of UNDP programmes and projects. Each responsible party, subcontractor and sub-recipient will provide its full cooperation, including making available personnel, relevant documentation, and granting access to its (and its consultants', 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 it to find a solution.
 - g. Each responsible party, subcontractor and sub-recipient will promptly inform UNDP as the Implementing Partner in case of any incidence of inappropriate use of funds, or credible allegation of fraud or corruption with due confidentiality.

Where it becomes aware that a UNDP project or activity, in whole or in part, is the focus of investigation for alleged fraud/corruption, each responsible party, subcontractor and sub-recipient will inform the UNDP Resident Representative/Head of Office, who will promptly inform UNDP's Office of Audit and Investigations (OAI). It will provide regular updates to the head of UNDP in the country and OAI of the status of, and actions relating to, such investigation.

- h. *Choose one of the three following options:*

Option 1: UNDP will be entitled to a refund from the responsible party, subcontractor or sub-recipient of any funds provided that have been used inappropriately, including through fraud or corruption, or otherwise paid other than in accordance with the terms and conditions of this Project Document. Such amount may be deducted by UNDP from any payment due to the responsible party, subcontractor or sub-recipient under this or any other agreement. Recovery of such amount by UNDP shall not diminish or curtail any responsible party's, subcontractor's or sub-recipient's obligations under this Project Document.

Option 2: Each responsible party, subcontractor or sub-recipient 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 the Project Document, may seek recourse to such responsible party, subcontractor or sub-recipient for the recovery of any funds determined by UNDP to have been used inappropriately, including through fraud or corruption, or otherwise paid other than in accordance with the terms and conditions of the Project Document.

Option 3: UNDP will be entitled to a refund from the responsible party, subcontractor or sub-recipient of any funds provided that have been used inappropriately, including through fraud or corruption, or otherwise paid other than in accordance with the terms and conditions of the Project Document. Such amount may be deducted by UNDP from any payment due to the responsible party, subcontractor or sub-recipient under this or any other agreement.

Where such funds have not been refunded to UNDP, the responsible party, subcontractor or sub-recipient agrees that donors to UNDP (including the Government) whose funding is the source, in whole or in part, of the funds for the activities under this Project Document, may seek recourse to such responsible party, subcontractor or sub-recipient for the recovery of any funds determined by UNDP to have been used inappropriately, including through fraud or corruption, 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.

- i. Each contract issued by the responsible party, subcontractor or sub-recipient 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 it shall cooperate with any and all investigations and post-payment audits.
- j. Should UNDP refer to the relevant national authorities for appropriate legal action any alleged wrongdoing relating to the project or programme, 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.
- k. Each responsible party, subcontractor and sub-recipient shall ensure that all of its obligations set forth under this section entitled “Risk Management” are passed on to its subcontractors and sub-recipients and that all the clauses under this section entitled “Risk Management Standard Clauses” are adequately reflected, *mutatis mutandis*, in all its sub-contracts or sub-agreements entered into further to this Project Document.

XI. ANNEXES

- 1. Project Quality Assurance Report *(to be completed after LPAC)***

2. Social and Environmental Screening

Project Information

Project Information	
1. Project Title	Enhancing Social and Economic Opportunities for Youth in the Lao PDR
2. Project Number	TBC
3. Location (Global/Region/Country)	Lao PDR (Country)

Part A. Integrating Overarching Principles to Strengthen Social and Environmental Sustainability

QUESTION 1: How Does the Project Integrate the Overarching 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 directly tackle human rights and inequality issues in the form of strengthening institutions, promote skills development, access to decent jobs and rights at works. It adopts a human-rights based approach as it empower youth to participate in society economically and socially. The community radio activity will also foster participation and inclusion of Lao people. It is concerned also with access to decision-making, and the exercise of power as a member of the community.

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

This project is fully aware of the need to mainstream gender and ethnicity into all activities. Hence, it will improve gender equality and women's empowerment by providing business opportunities and SME development skills for young women in Component 2, and providing a platform for ethnic youth, including women, to speak up in their respective languages in Component 3. A thorough gender analysis will also be conducted to identify, understand, and describe gender differences and the relevance of gender roles and power dynamics in the Lao context, and to modify the project to better address the development problem that women face specifically.

Briefly describe in the space below how the Project mainstreams environmental sustainability

As the project will conduct consultations and workshop activities throughout the project cycle, the project will ensure to adopt the UNDP plastic free event principle.

Part B. Identifying and Managing Social and Environmental Risks

QUESTION 2: What are the Potential Social and Environmental Risks? <i>Note: Describe briefly potential social and environmental risks identified in Attachment 1 – Risk Screening Checklist (based on any “Yes” responses). If no risks have been identified in Attachment 1 then note “No Risks Identified” and skip to Question 4 and Select “Low Risk”. Questions 5 and 6 not required for Low Risk Projects.</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 6</i>			QUESTION 6: What social and environmental assessment and management measures have been conducted and/or are required to address potential risks (for Risks with Moderate and High Significance)?
Risk Description	Impact and Probability (1-5)	Significance (Low, Moderate, High)	Comments	Description of assessment and management measures as reflected in the Project design. If ESIA or SESA is required note that the assessment should consider all potential impacts and risks.
Risk 1: Duty-bearers do not have the capacity to meet their obligations in the programme	I = 4 P = 3	M	Learning by doing support given to GoL officials	UNDP will provide standard and guidance for local administrations to ensure activities are carried out as planned in high standard.
Risk 2: Rights-holders do not have the capacity to claim their rights	I = 4 P = 3	M	Right holders have to be aware of what activities are planned for their province/villages	Local administration will receive grants to conduct outreach work to confirm which activities will be launched, to whom, approximately when and who will deliver those services.
Risk 3: Reproduce discriminations against women based on gender, especially regarding participation in design and implementation or access to opportunities and benefits	I = 4 P = 3	M	Laos is a rather conservative and patriarchal society and the differences in role and status of women in rural areas is present.	There will be active engagement of women in the project. With the Lao women’s Union (LWU) as the implementing partner, skills development and social engagement of young women is expected to incorporate their expertise in national context and the national gender policies. As one component activity target women specifically, the project will ensure people who are not the main target audience be engaged in different ways and in other activities
QUESTION 4: What is the overall Project risk categorization?				
Select one (see SESP for guidance)			Comments	

	Low Risk	<input type="checkbox"/>	
	Moderate Risk	<input checked="" type="checkbox"/>	Risks related to social impact
	High Risk	<input type="checkbox"/>	
	QUESTION 5: Based on the identified risks and risk categorization, what requirements of the SES are relevant?		
	Check all that apply		Comments
	Principle 1: Human Rights	<input type="checkbox"/>	See Risk Log
	Principle 2: Gender Equality and Women's Empowerment	<input type="checkbox"/>	See Risk Log
	1. Biodiversity Conservation and Natural Resource Management	<input type="checkbox"/>	No Risk
	2. Climate Change Mitigation and Adaptation	<input type="checkbox"/>	No Risk
	3. Community Health, Safety and Working Conditions	<input type="checkbox"/>	No Risk
	4. Cultural Heritage	<input type="checkbox"/>	No Risk
	5. Displacement and Resettlement	<input type="checkbox"/>	No Risk
	6. Indigenous Peoples	<input type="checkbox"/>	See Risk Log
	7. Pollution Prevention and Resource Efficiency	<input type="checkbox"/>	No Risk

Final Sign Off

Signature	Date	Description
QA Assessor		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		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		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		
Principles 1: Human Rights		Answer (Yes/No)
1.	Could the Project lead to adverse impacts on enjoyment of the human rights (civil, political, economic, social or cultural) of the affected population and particularly of marginalized groups?	No
2.	Is there a likelihood that the Project would have inequitable or discriminatory adverse impacts on affected populations, particularly people living in poverty or marginalized or excluded individuals or groups? ⁹	No
3.	Could the Project potentially restrict availability, quality of and access to resources or basic services, in particular to marginalized individuals or groups?	No
4.	Is there a likelihood that the Project would exclude any potentially affected stakeholders, in particular marginalized groups, from fully participating in decisions that may affect them?	No
5.	Is there a risk that duty-bearers do not have the capacity to meet their obligations in the Project?	Yes
6.	Is there a risk that rights-holders do not have the capacity to claim their rights?	Yes
7.	Have local communities or individuals, given the opportunity, raised human rights concerns regarding the Project during the stakeholder engagement process?	No
8.	Is there a risk that the Project would exacerbate conflicts among and/or the risk of violence to project-affected communities and individuals?	No
Principle 2: Gender Equality and Women's Empowerment		
1.	Is there a likelihood that the proposed Project would have adverse impacts on gender equality and/or the situation of women and girls?	No
2.	Would the Project potentially reproduce discriminations against women based on gender, especially regarding participation in design and implementation or access to opportunities and benefits?	No
3.	Have women's groups/leaders raised gender equality concerns regarding the Project during the stakeholder engagement process and has this been included in the overall Project proposal and in the risk assessment?	No
4.	Would the Project potentially limit 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
Principle 3: Environmental Sustainability: Screening questions regarding environmental risks are encompassed by the specific Standard-related questions below		
Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management		
1.1	Would the Project potentially cause 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	Are any Project activities proposed within or adjacent to critical habitats and/or environmentally sensitive areas, including 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	Does the Project involve 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	Would Project activities pose risks to endangered species?	No

⁹ Prohibited grounds of discrimination include race, ethnicity, gender, age, language, disability, sexual orientation, 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 people and transsexuals.

1.5	Would the Project pose a risk of introducing invasive alien species?	No
1.6	Does the Project involve harvesting of natural forests, plantation development, or reforestation?	No
1.7	Does the Project involve the production and/or harvesting of fish populations or other aquatic species?	No
1.8	Does the Project involve significant extraction, diversion or containment of surface or ground water? <i>For example, construction of dams, reservoirs, river basin developments, groundwater extraction</i>	No
1.9	Does the Project involve utilization of genetic resources? (e.g. collection and/or harvesting, commercial development)	No
1.10	Would the Project generate potential adverse transboundary or global environmental concerns?	No
1.11	Would the Project result in secondary or consequential development activities which could lead to adverse social and environmental effects, or would it generate cumulative impacts with other known existing or planned activities in the area? <i>For example, a new road through forested lands will generate direct environmental and social impacts (e.g. felling of trees, earthworks, potential relocation of inhabitants). The new road may also facilitate encroachment on lands by illegal settlers or generate unplanned commercial development along the route, potentially in sensitive areas. These are indirect, secondary, or induced impacts that need to be considered. Also, if similar developments in the same forested area are planned, then cumulative impacts of multiple activities (even if not part of the same Project) need to be considered.</i>	Yes
Standard 2: Climate Change Mitigation and Adaptation		
2.1	Will the proposed Project result in significant ¹⁰ greenhouse gas emissions or may exacerbate climate change?	No
2.2	Would the potential outcomes of the Project be sensitive or vulnerable to potential impacts of climate change?	No
2.3	Is the proposed Project likely to directly or indirectly increase social and environmental vulnerability to climate change now or in the future (also known as maladaptive 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
Standard 3: Community Health, Safety and Working Conditions		
3.1	Would elements of Project construction, operation, or decommissioning pose potential safety risks to local communities?	No
3.2	Would the Project pose potential risks to community health and safety due to the transport, storage, and use and/or disposal of hazardous or dangerous materials (e.g. explosives, fuel and other chemicals during construction and operation)?	No
3.3	Does the Project involve large-scale infrastructure development (e.g. dams, roads, buildings)?	No
3.4	Would failure of structural elements of the Project pose risks to communities? (e.g. collapse of buildings or infrastructure)	No
3.5	Would the proposed Project be susceptible to or lead to increased vulnerability to earthquakes, subsidence, landslides, erosion, flooding or extreme climatic conditions?	No
3.6	Would the Project result in potential increased health risks (e.g. from water-borne or other vector-borne diseases or communicable infections such as HIV/AIDS)?	No
3.7	Does the Project pose potential risks and vulnerabilities related to occupational health and safety due to physical, chemical, biological, and radiological hazards during Project construction, operation, or decommissioning?	No
3.8	Does the Project involve support for employment or livelihoods that may fail to comply with national and international labor standards (i.e. principles and standards of ILO fundamental conventions)?	No
3.9	Does the Project engage security personnel that may pose a potential risk to health and safety of communities and/or individuals (e.g. due to a lack of adequate training or accountability)?	No
Standard 4: Cultural Heritage		
4.1	Will the proposed Project result in interventions that would potentially adversely impact 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
4.2	Does the Project propose utilizing tangible and/or intangible forms of cultural heritage for commercial	No

¹⁰ In regards to CO₂, 'significant emissions' corresponds generally to more than 25,000 tons per year (from both direct and indirect sources). [The Guidance Note on Climate Change Mitigation and Adaptation provides additional information on GHG emissions.]

	or other purposes?	
Standard 5: Displacement and Resettlement		
5.1	Would the Project potentially involve temporary or permanent and full or partial physical displacement?	No
5.2	Would the Project possibly result in 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	Is there a risk that the Project would lead to forced evictions? ¹¹	No
5.4	Would the proposed Project possibly affect land tenure arrangements and/or community based property rights/customary rights to land, territories and/or resources?	No
Standard 6: Indigenous Peoples		
6.1	Are indigenous peoples present in the Project area (including Project area of influence)?	Yes
6.2	Is it likely that the Project or portions of the Project will be located on lands and territories claimed by indigenous peoples?	No
6.3	Would the proposed Project potentially affect 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 the screening question 6.3 is “yes” the potential risk impacts are considered potentially severe and/or critical and the Project would be categorized as either Moderate or High Risk.</i>	No
6.4	Has there been an 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	Does the proposed Project involve the utilization and/or commercial development of natural resources on lands and territories claimed by indigenous peoples?	No
6.6	Is there a potential for forced eviction or the whole or partial physical or economic displacement of indigenous peoples, including through access restrictions to lands, territories, and resources?	No
6.7	Would the Project adversely affect the development priorities of indigenous peoples as defined by them?	No
6.8	Would the Project potentially affect the physical and cultural survival of indigenous peoples?	No
6.9	Would the Project potentially affect the Cultural Heritage of indigenous peoples, including through the commercialization or use of their traditional knowledge and practices?	No
Standard 7: Pollution Prevention and Resource Efficiency		
7.1	Would the Project potentially result in 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
7.2	Would the proposed Project potentially result in the generation of waste (both hazardous and non-hazardous)?	No
7.3	Will the proposed Project potentially involve the manufacture, trade, release, and/or use of hazardous chemicals and/or materials? Does the Project propose 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 Stockholm Conventions on Persistent Organic Pollutants or the Montreal Protocol</i>	No
7.4	Will the proposed Project involve the application of pesticides that may have a negative effect on the environment or human health?	No
7.5	Does the Project include activities that require significant consumption of raw materials, energy, and/or water?	No

¹¹ Forced evictions include acts and/or omissions involving the coerced or involuntary displacement of individuals, groups, or communities from homes and/or lands and common property resources that were occupied or depended upon, thus eliminating the ability of an individual, group, or community to reside or work in a particular dwelling, residence, or location without the provision of, and access to, appropriate forms of legal or other protections.

3. Risk Analysis

OFFLINE RISK LOG

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



Project Title: Enhancing Social and Economic Opportunities for Youth in the Lao PDR	Award ID: TBC	Date: TBC
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#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Mngt response	Owner
1	Limited coordination and cooperation from key partners	8 Apr 2020	Strategic	Would reduce the synergy and consistency between reform efforts and might also result in duplicated or conflicted activities. P = 2 I = 4	Regular meeting will be convened by the project board to ensure proper coordination.	Project Board
2	Reform made by the project is not sustainable	8 Apr 2020	Organizational/ Financial	Would undermine or potentially negate the achievement of Programme outcomes. P = 2 I = 3	The project have been designed based on a clear problem identification. The outputs are designed to empower youth as self-reliant individuals in society economically and socially. A clear and actionable exit plan will be developed to ensure national ownership and continuity of the project impact.	Project Board
3	Delay in implementing activities	8 Apr 2020	Operational	Impact on the overall delivery of the project outcomes P = 2 I = 4	Project meetings, under the leadership of the Project Board, will be convened to keep track of progress in the implementation process on a regular basis.	Project Board
4	Lack of incentive from youth to participate in the activities	8 Apr 2020	Strategic	Lack of public understanding and support of activities/ reforms, as well as a failure to link them to the reality 'on the ground', will decrease the likelihood that they will be effective and sustainable.	The Programme will emphasise effective communication of its objectives, as well as the broader objectives and benefits of youth empowerment to the local levels and involve the public, particularly youth, their family members and the private sector representatives, in the project activities.	Project Board

				P = 2 I = 4		
5	COVID 19 may impact the implementation of the planned activity in year 1	8 Apr 2020	Organizational/ Financial	My impact the timely implementation of the project activities P = 3 I = 3	The project will seek alternative ways of implementation or partial reprogramming in consultation with partners.	Project Board

4. Capacity Assessment: *Attached*

5. Project Board Terms of Reference and TORs of key management positions

5.1. ToR of Project Board

TERMS OF REFERENCE PROJECT BOARD

The project will be strategically directed by a **Project Board**, comprising of the “Executive (UNDP Resident Representative)”, senior representatives of the Development Partner (Russian Embassy), and senior representatives of the “Government Partners”.

Overall responsibilities: The Project Board is ultimately responsible for ensuring that the project remains on course to deliver the desired results. It is responsible for making, by consensus, management decisions for the Project:

- at designated decision points during the implementation of the Project (see specific responsibilities below);
- when guidance is required by the Project Manager and other relevant officials; and,
- when tolerances (normally in terms of time and budget) have been exceeded

The Board reviews and approves the annual work plans (AWP) and authorizes any major deviation from these plans. It ensures that the required resources are available, arbitrates on any conflicts within the programme and negotiates a solution to any problems between the project and external bodies.

Composition and organization:

The Executive is Chairperson of the Board, and is ultimately responsible to the Board. He/she has to ensure that the implementation of the Project remains focused on achieving its objectives and is cost effective.

The representative of the Development Partner is expected to be Russian Embassy in Lao PDR. Development Partners’ primary function within the Board is to provide guidance regarding the technical feasibility and ensuring effective use of resources by the project. They are accountable for the quality of the resources (funding or technical assistance) provided to the Project.

The representatives of the Government Partners will be: LYU, LWU, MICT, and MPI. Government Partners represent the collective interests of those who will ultimately benefit from the Project. They monitor the accomplishments and outputs against the agreed requirements.

In addition, other partners, such as other UN Agencies and CSOs who are relevant to the project, may attend the meetings of the Programme Board as observers, which will be confirmed/determined at the first Board Meeting.

Specific responsibilities:

When the Project is initiated:

- Agree on the responsibilities of the Project Manager (PM) and other output partners, etc.;
- Delegate any Programme Assurance function as appropriate; and
- Review and appraise detailed Output Programme Plans and AWP, including various logs and the monitoring and communication plan.

During the implementation of the project

- Provide overall guidance and direction to the project;
- Address project issues as raised by the PM;
- Provide guidance and agree on possible management actions to address specific risks;
- Guide the PM on the project tolerances within the AWP;
- Appraise the Project Annual Review Report, make recommendations for the next AWP;
- Provide ad-hoc direction and advice for exception situations when tolerances are exceeded; and
- Assess and decide on project changes through revisions.

When the Project is being closed

- 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;
- Commission Project evaluation if it is required; and
- Notify operational completion of the Project.

Meetings: Project Board meets:

- On a regular basis to review and approve the regular Project reports.
- At any other time, a meeting is requested by one of its members, PM or the Project Assurance because guidance is required, tolerances have been exceeded, or a particular issue or risk requires the intervention of Project Board.

5.2. ToR of Project Manager

PROJECT MANAGER

Duties and Responsibilities

The Project Manager (PM) will be appointed by the Project Board.

Overall responsibilities: The PM has the authority to run the Project on a day-to-day basis within the constraints laid down by the Project Board. The PM is responsible for day-to-day management and decision-making for the Project and is accountable to the Project Board. The PM's prime responsibility is to ensure that the Project produces the results specified in the Annual Work Plan, to the required standard of quality and within the specified constraints of time and cost.

The Project Manager (PM) is responsible for the overall operational management of the project on a day-to-day basis within the constraints laid down by the Project Board. The PM will be responsible to:

Overall Programme management:

- Prepare and update annual work plans, and submit these to the Executive for clearance;
- Ensure that all agreements with responsible parties are prepared, negotiated and agreed upon;
- Draft TORs for key inputs (i.e. personnel, sub-contracts, training, procurement), submit these to the Executive for clearance, and administer the mobilisation of such inputs;
- With respect to external project output partners:
 - Ensure that the output partners mobilise and deliver the inputs in accordance with their letters of agreement or contracts and
 - Provide overall supervision and/or coordination of their work to ensure the production, quality and timeliness of the expected outputs;
- Support and work with all staff working on the project
- Supervise local or international consultants working for the project;
- Draft project progress reports of various types (e.g. quarterly report, annual report, and the Final Project report) as scheduled, and organises review meetings and evaluation missions in coordination with UNDP if required;
- Report regularly to and keeps the Executive on project progress, implementing issues, emerging risks/problems as well as suggests to him/her necessary remedial actions.

Planning and monitoring:

- Plan and monitor the work plans
- Manage the risks, including the development of contingency plans
- Take responsibility for overall progress and use of resources and initiate corrective action where necessary
- Be responsible for change control and any required configuration management

Reporting:

- Prepare and report to the Executive through annual/quarterly progress reports, terminal report, and other relevant reports
- Prepare the Lessons-Learned Report
- Prepare any Follow-on Action Recommendations required

5.3. ToR of Programme Coordinator

TERMS OF REFERENCE PROJECT COORDINATOR

Reporting to the Project Manager, the Project Coordinator will oversee and provide support in the implementation of project outputs. The Project Coordinator is responsible for all matters concerning the timely delivery of outputs.

Duties and Responsibilities:

Under the guidance and direct supervision of the Project Manager, the PC shall:

- Provide support in overseeing the implementation of outputs specified under the project
- Assist the relevant partners in preparing their work plans
- Assist the relevant partners in the actual implementation of planned activities
- Once work plans are prepared, screen and analyze the work plans
- Based on these work plans, assist each output in drafting annual/quarterly work plans, budgets, procurement plans, progress reports, and other required documents in close consultation with the output partner focal points
- Prepare for and organize monthly/quarterly/annually meetings
- Participate in processes of selection, recruitment and performance management of consultants
- Provide operational management of the production of outputs, in line with the Project Document and in compliance with UNDP Policy
- Ensure close co-ordination of the output activities with activities of other outputs
- Report to the PM on a regular basis on the progress and issues of activities
- Perform other duties as required