



**QUARTERLY PROJECT REPORT [1<sup>ST</sup> QUARTER, 2008]**

**United Nations Development Programme  
Afghanistan**

**Project Title: Reintegration Support Project for Ex-combatants (RSPE) through Employment Services Centres (ESC)**

**01-01-2008 to 31-03-2008**



Project ID: 00052259  
Duration: 23 months( 01-02-2007 to 31-12-2008)  
Component (MYFF): Service Line 1.3 Local Poverty Initiative  
Total Budget: US \$ 3,498,671  
Unfunded: 0  
Executing Agency: UNDP(DEX)  
Implementing Partner: ILO

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## Abbreviations

ANDS	Afghanistan National Development Strategy
ANBP	Afghanistan New Beginning Programme
DDR	Disarmament Demobilization Reintegration
ESC	Employment Service Centres
MoLSAMD	Ministry of Labour, Social Affairs, Martyrs and Disabled Affairs
ILO	International labour Office
LMIS	Labour Market Information Status
RSPE	Re-integration Support Programme for Ex-combatant
PRR	Priority Reform and Restructuring

## I. Implementation progress

In both the Afghanistan Compact and the Interim Afghanistan National Development Strategy (ANDS), the Government of Afghanistan sets out its commitment to enhancing employment opportunities for youth and demobilized soldiers. This Reintegration Support Project for Ex-combatants directly responds to the strategic intent of the government for the implementation of 'special programmes' to reach the compact benchmarks.

In response to and building on from the re-integration experience of Afghanistan New Beginning Programme (ANBP)'s Demobilisation and Disarmament Project (DDR) programmes (June 2003 – June 2006), this project has two specific objectives:

- Provide direct assistance to ex-combatants and their families across all regions through the provision of referral services. These services will be chiefly provided through the existing Employment Service Centres (ESC) of the Ministry of Labour, Social Affairs, Martyrs and Disabled Affairs (MoLSAMD) in 10 provinces
- Ensure the sustainability of the reintegration effort by strengthening the capacity of MoLSAMD to continue to co-ordinate integration and livelihood initiatives for targeted vulnerable groups.

All the preparatory works have been completed, to begin with database establishment and subcontracting issues. In 8 of the 10 provinces where Employment Service Centres have been established ex combatants have been registered. Depending on the local situation in a few selected provinces also direct family members, being wife or children have been enrolled. In two provinces, Jawzjan and Paktiya, the ESC centres were recently relocated and are starting again their operations. Therefore they were not available for the ex combatant project. In Heart and Kabul training partners were selected, training programs proposals received. But some details in the cost calculation still under discussion or required supporting documents still missing. In Mazar, Jalalabad, Kunduz and Kandahar, all proposals approved, signing of the formal contracts to be finalised. In Ghazni all project subcontractors fully operational, since 1<sup>st</sup> March. 20% of the targeted ex-combatants and their families are under literacy, English, computer and other vocational training such as tailoring, auto repair. Additional 25% of targeted groups of ex-combatants will start receiving training on commuter, basic English language, literacy, and vocational training such as tailoring, carpet weaving, and auto repair. The below table shows the status of vocational training of ex-combatants:

**Table 1: Status of Vocational Training of Ex-Combatants**

Provinces	registered ex-combatants/family interested for vocational training	No. of trainees	training program
Herat	123	40	Agriculture
		83	Tech/construction
Mazar	106	40	Tailoring
		106	Carpet weaving
Jalalabad	408	218	Tailoring/embroidery
		190	Carpet weaving
Kunduz	250	150	Tailoring
		100	English/computing
Ghazni	400	91	Tailoring
		78	Tech.training
		76	Tech training
		155	English / literacy
Kabul	54	54	Literacy
Kandahar	200	200	English and computing

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	Training program running
	Contracts finalized -training starts 1st May
	In process

During the reporting period of the first quarter of 2008, the ESC offices registered 8,121 jobseekers. The number of female jobseekers registering with the ESCs was 13.3% of the total registrations. Persons with disabilities represented 1.13% of the total registrations, ex-combatants and their families 19.53% and 9.63% respectively; internally displaced persons 4.88% and refugees 29.26%.

The number of job vacancies received by the ESC during the reporting period totalled 2,154 showing an increasing trend as compared to the first three months of 2007.

The number of referral to employers or training is about 42.97% of the total number of registered jobseekers in the last three months and finally an average of 37.6% was placed in an appropriated job.

The tables related with the above statements are listed below:

**Table 2: Jobseeker Registrations by Category**

Category of jobseeker	2008			Total	% Total Registrations
	Jan	Feb	Mar		
Total registered	1304	3045	3772	8121	100%
Female	182	269	630	1081	13.3 %
Male	1122	2776	3142	7040	86.7 %

Source: Statistical reports generated by project staff in April 2008.

**Table 3: Job Seekers Registrations by Target groups**

2008					
Category of jobseeker	Jan	Feb	Mar	Total	Percentage
Persons with Disabilities	31	26	35	92	1.13
Ex-combatants	91	568	927	1586	19.53
Relative of Ex-combatants	12	67	703	782	9.63
Internally displaced persons (IDPs)	66	180	150	396	4.88
Refugees	561	914	901	2376	29.26

Source: Statistical reports generated by project staff in April 2008.

**Table 4: Jobseekers by Occupational Groups**

	Category	Jan	Feb	Mar	Total	%
0	Military / Armed Forces	81	539	745	1365	16.8 %
1	Legislators, senior officials and managers	0	0	1	1	1 %
2	Professionals	115	182	160	457	5.6 %
3	Technicians	215	299	292	806	9.9 %
4	Clerks	187	1001	685	1873	23 %
5	Service workers, shop/market sales workers	58	96	129	283	3.4 %
6	Fishery and agricultural workers	15	12	17	44	0.5 %
7	Craft and related trades	124	213	466	803	9.8%
8	Plant and machine operators, assemblers	74	120	95	289	3.5%
9	Elementary occupations	151	342	432	925	11.3%
10	Others	284	241	750	1275	15.7%
	Total	1304	3045	3772	8121	100 %

### **Job Vacancies received by ESC**

**Table 5: Job Vacancies by Target groups**

2008					
Category of jobseeker	Jan	Feb	Mar	Total	Percentage
Persons with Disabilities	31	26	35	92	1.13
Ex-combatants	91	568	927	1586	19.53
Relative of Ex-combatants	12	67	703	782	9.63
Internally displaced persons (IDPs)	66	180	150	396	4.88
Refugees	561	914	901	2376	29.26

**Table 6: Job Vacancies received by occupational group**

Category		Jan	Feb	Mar	Total	Percentage
0	Military / Armed Forces	15	40	0	55	2.5 %
1	Legislators, senior officials and managers	1	1	1	3	0.1 %
2	Professionals	150	209	151	510	23.6 %
3	Technicians	152	244	150	546	25.3 %
4	Clerks	195	71	64	330	15.3 %
5	Service workers and shop and market sales workers	35	11	28	74	3.4 %
6	Fishery and agriculture	3	10	3	15	0.7 %
7	Craft and related trades	46	66	30	142	6.9 %
8	Plant and machine operators and assemblers	57	31	9	97	4.5 %
9	Elementary occupations	158	173	52	383	18. %
10	Others	0	0	0	0	0.
<b>Total</b>		<b>812</b>	<b>856</b>	<b>486</b>	<b>2154</b>	<b>100</b>

**Table 6: Job Vacancies received by industry sector**

Category		Jan	Feb	Mar	Total	Percentage
A	Construction, building , grounds maintenance	15	108	42	165	7.6 %
B	Customer service restaurant food services	15	5	40	60	2.7 %
C	Education, sciences	20	59	21	100	4.6 %
D	Finance, banking economics	144	72	35	251	11.6 %
E	government policy administration	36	84	66	186	8.6 %
F	Health care	34	41	19	94	4.3 %
G	IT, communications	8	7	8	23	1.7 %
H	Manufacturing and production	24	62	25	111	5.1 %
I	Media	2	12	6	20	0.9 %
J	Non-profit	510	343	222	1075	49.9 %
K	Sales, distribution	1	0	0	1	0.55 %
L	Supply chain logistics	3	63	2	68	3.6 %
<b>Total</b>		<b>812</b>	<b>856</b>	<b>486</b>	<b>2154</b>	<b>100 %</b>

Source: Statistical Reports generated by Project staff in April 2008.

With regard to the second project objective MoLSAMD staff able to support reintegration and employment services centres through increased institutional capacity, based on the needs assessment of the MoLSAMD Staff which was undertaken in 2007, and specifically, the training needs of the staff, seconded to the ESCs, capacity building training has been ongoing during the reporting period. A total no of nearly 100 MoLSAMD Staff are receiving on the job training in 10 ESCs since the beginning of the project, thus capacity of the seconded staff gradually being strengthened towards the attainment of the second objective. Besides the assessment of the training needs, training materials produced and on the job training delivered in order to address the issue of capacity. At the moment the project is only focusing on 2 groups of ministry staff: public servants seconded to ESC centres – included staff of the Ministry of Refugees and Repatriation and the Ministry of Women’s affairs - and employees of the Manpower department. A total of 83 public servants are receiving on the job training in a client oriented service

environment, complimented with training classes in English (elementary, intermediate and advanced levels) and computing.

**Output 1: Ex-combatants empowered through better access to reintegration support opportunities.**

There are two output targets, or milestones, associated with this output. The first output target being:

“Reintegration support and livelihood training opportunities identified and assessed, and ex-combatants and their family members (especially women) referred to employment with private sector employers and other employment options based on labour market information.”

The associated activities, as prescribed in the Annual Work Plan, for the first quarter of 2008, included the registering of ex-combatants (2,368) and their families at the ESCs, along with the provision of vocational counselling and the referral to vocational training and employment opportunities<sup>1</sup>. Out of the registered Excombatants and their family members 400 are already receiving vocational training and rest will start receiving the training as described under the implementation progress.

In order for the ESC staff to be able to provide quality services to this target group, on-the-job training was provided, supplemented by written guidelines.

The second output target for this output is as follows:

“Links to training institutions and local support network expanded and local labour market information provided and made available for distribution.”

Towards expanding employment opportunities and linking job seekers with the market, outreach activities are being undertaken by the ESC staff, with visits made to employers and vocational training providers in an effort to obtain the cooperation of these labour market actors. This is expected to maximise the livelihood opportunities of ex-combatants and their families. Liaison activities also encompassed contacts and advocacy with government entities (e.g. provincial departments of the Ministry of Women’s Affairs), UN Agencies and NGOs.

As part of the intention to disseminate labour market information entitled Labour Market Information Status (LMIS) of Afghanistan, the information is based on the ESC data as a primary source and ILO HQ’s central data as a secondary source. The status is that this has been produced and is ready for distribution. Besides the preparation of LMIS, project is in regular contacts and the collaboration between National Skill Development Programme (NSDP) and Labour Market Information Unit within MoLSAMD, has thus, further strengthened the collaboration and the cooperation as a whole within MoLSAMD.

Activities concerning Output 1 were monitored during the reporting period by the Project Site Officers (PSOs) at the provincial level; by visits to the ESCs in Kabul; by the provision of monthly reports from each ESC, and through discussions at the monthly PSOs meetings in Kabul. PMU staff together with the participation of NPC of the project will have monitoring mission to all the provinces and specifically the monitoring of the on going training activities of the ex-combatants and their families during rest of the year 2008 starting from May 2008.

**Output 2: MoLSAMD staff able to support reintegration and employment services centres through increased institutional capacity**

The milestone for output two is:

“MoLSAMD staff able to advocate for ex-combatants and their families, as well as jobseekers generally, through reintegration / employment support services within the line ministry”.

Activities relevant to this milestone, and more broadly to Output 2, included training for the MoLSAMD staff; revision of their reference materials (e.g. sheets used when visiting employers and training providers); regular meetings with MoLSAMD at the central level, along with their full involvement in the inception workshop and management bodies (i.e. PMC and PB). Furthermore MoLSAMD staff together with the NPC will be the part of the planned monitoring missions starting from May 2008.

A further delineated activity for Output 2 which is the creation of a Management Information System for the MoLSAMD could not be accomplished during the reporting period since the activity was related to the formulation of the overall strategic objective of the MoLSAMD, PRR Exercise and draft report on National Employment Strategy which was completed only in early 2008. Based on the recommendations put forward by an ILO Consultant on Strategic Objectives and completion of PRR exercise within the MoLSAMD, further consultation between the MoLSAMD and stakeholders is required. Hence, the said activity for output 2 was carried over to the Annual Plan of 2008 which has been endorsed by the Project Board during its second meeting on 15<sup>th</sup> December 2007.

Assistance to the operations and human resources management of the Manpower Department<sup>2</sup>, which started in Aug 2007, is still being continued. Through regular meetings, the MoLSAMD were involved in matters pertaining to project implementation.

The IT and database capacity and performance of the MoLSAMD and ESC is also in the process of substantial raise due to the roll out of the new database and the installation of the needed supporting hardware. (SQL server)

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<sup>2</sup> The Manpower Department is the department within the MoLSAMD to which the ESCs are associated in the Ministry's structure.

## II. Project implementation challenges

### UPDATED PROJECT RISKS AND ACTIONS

The risks associated with the implementation of the RSPE/ESC continued to be related to security in the country and the urgent need for the reform of the MoLSAMD.

Insecure environments in several of the provinces in which the RSPE operates (i.e. where Employment Services Centres are located), hampers the ability of the ESC staff to provide training and employment related services to ex-combatants and their families. This is because jobseekers are not able to freely move around in their provinces, thereby limiting the number of clients who seek the help of the ESCs and as well as the movement of project staff considerably affecting on the implementation of the RSPE.

However, matters of security are being dealt with by ensuring the safety of premises and personnel; staff travelling by air, rather than by road, when moving between provinces, and by promoting the ESCs as government entities (which they are), rather than being impositions of the international community; so that the security and the other related impact on project implementation could be kept absolute minimum.

It should be noted that working with ex combatants and especially with some of the ex commanders is creating higher levels of risk for the staff, certainly when some of their expectations are not to be met.

But probably the main risk for the project, meaning that the project staff has no impact at all, is the delay in the implementation of the reform of the MoLSAMD. This reform, prepared with the support of ILO, is a prerequisite for a hand offer of the Employment Service Centres. The actual funds are only covering ESC activities until the end of 2008, so there is only 9 months left to create space – legal and financially - within the MoLSAMD to host, keep operational and further expand the ESC network.

### UPDATED PROJECT ISSUES AND ACTIONS

RSPE/PMU has been dealing with the two major project issues since the inception workshop and has taken the action which is stated below:

- Though the project received first lot of Ex-combatants data from ANBP and the project attempted to verify the whereabouts of the ex-combatants and their families. But because of the time gap between the collection of data and initiation of the RSPE project, the whereabouts of Ex-combatants and their families could not be traced despite the significant efforts of the ESCs based in the 10 provinces. To overcome the stated bottlenecks the project started collecting information and asking excombatants and their family to come to ESCs and register using existing formal and informal network of ESCs. During the reporting period, the project has been able to attract and provide counselling services to nearly 2,400 Ex-combatants and their families. 400 of them are undergoing different vocational training and around 1100 will have vocational training starting from May 2008 towards their job placement and sustainable livelihood.
- The overall capacity building of the MoLSAMD staff and preparing them to take full ownership and greater involvement in the implementation of the Reintegration/Employment Support Activities (with eventual full leadership in implementation) is a major concern. RSPE/PMU is closely following the ongoing formulation/development of National Employment Strategy and restructuring of the MoLSAMD which is detrimental to the capacity development activities. Nonetheless,

assessment of the operations and human resources of the Man Power Department of MoLSAMD has been done and the regular on the job training and support is still ongoing. Besides this the MoLSAMD management was involved extensively in the matters pertaining to project implementation.

### III. Financial status and utilization

#### Financial status

**Table 1: Contribution overview [start date of the project – end date of project]<sup>3</sup>**

DONOR NAME	CONTRIBUTIONS		CONTRIBUTION BALANCE
	Committed	Received	
UNDP	3,498,671	1,225,399	2,273,272
TOTAL	3,498,671	1,225,399	2,273,272

#### Financial utilization

**Table 2: Quarterly expenditure by activity [1 January – 31 December]**

Activity	BUDGET 2008	QUARTERLY EXPENDITURE	BALANCE	DELIVERY (%)
Activity 1 Ex-combatants empowered through better access to reintegration support opportunities	1,604,774	240,811	1,363,963	15
Activity 2 MoLSAMD staff able to support reintegration and employment services centers through increased institutional capacity	1,069,850	160,541	909,309	15
UNDP GMS (based on donor agreements)	187,224	28,095	159,129	15
<b>Total</b>	<b>2,861,848</b>	<b>429,447</b>	<b>2,273,272</b>	<b>15</b>

**Table 3: Quarterly expenditure by donor [start date – end date of quarter]**

DONORS	ACTIVITY	2008 Budget	Q1 EXPENDITURES	BALANCE	DELIVERY RATE
DONOR NAME	Activity1	1,604,774	240,811	1,363,963	15%
GMS 7% (see agreement)		112,334	16,857	95,477	15%
<b>Sub-total</b>		<b>1,717,108</b>	<b>257,668</b>	<b>1,459,440</b>	
UNDP	Activity2	1,069,850	160,541	909,309	15%
GMS 7% (see agreement)		-	-	-	15%
<b>Sub-total</b>		<b>1,069,850</b>	<b>160,541</b>	<b>909,309</b>	
<b>Grand Total</b>		<b>2,786,958</b>	<b>418,209</b>	<b>2,368,749</b>	

<sup>3</sup> The “resource overview” can be any kind of chart (a pie chart, for example, would be an effective way of demonstrating a funding gap).

**Annexes**

- (1) **Annual Work Plan 2008**
- (2) **Quarterly work plan 2<sup>nd</sup> Quarter**
- (3) **Risk Log**