

## Template Project proposal

### APPLICATION FOR PROJECT FUNDING IN THE FIELD OF SOCIETY BUILDING

**PROJECT NAME: PROVIDING EMPLOYMENT OPPORTUNITIES FOR YOUNG PEOPLE**

**AMOUNT REQUESTED: €996,642.51 EUROS**

**PROJECT DURATION: 18 MONTHS**

**DATE OF APPLICATION: 20<sup>TH</sup> SEPTEMBER 2021**

#### 1. Organization

- Full name: ActionAid UK
- Abbreviation: AAUK
- Legal Status: UK Registered Charity
- Official address: 33-39 Bowling Green Ln, London EC1R 0BJ
- Address for correspondence (if different from official address):
- Representative (name and function): Frances Longley, CEO
- Website: <https://www.actionaid.org.uk/>
- Contact Person: Anastasia Nicosia, +4407377533330, [anastasia.nicosia@actionaid.org](mailto:anastasia.nicosia@actionaid.org)

#### 2. Bank details

- Name of the Bank: HSBC UK Bank PLC
- Address of the Bank: 8 Canada Square, London
- Account Number: 401276-57090778
- IBAN (EU): GB08HBUK40127657090778
- Account Holder: EURO CALL ACCOUNT
- BIC / SWIFT: HBUKGB4B

#### 3. Motivation (Relevance)

**3.1. Context Analysis:** In 2020 the total youth unemployment rate was 6,7 (6.8 for female and 6.7 for males aged 15-24).<sup>1</sup> The female to male youth unemployment ratio has increased from 41.4% in 2019 to 93% in 2020, meaning there are clear gendered impediments to female adolescent and young women finding employment in Mozambique. The Youth National Policy recognises the fundamental right of Mozambican youth to access work, a quality education and good healthcare and the government has recently approved the Employment Policy Action Plan 2021 to 2024 that aims to creating more and better jobs, guiding economic growth to be more inclusive and gender balanced. However, due to challenges in the implementation of these policies at the local level, guidelines, debates and activities on how investments can contribute to productive employment, particularly for young people, remain fragmented. One of the results is that youth, especially women, feel excluded from development initiatives. More than 50% of the population is below 18 years old - translating this youth bulge into a demographic dividend will require addressing interrelated social and economic constraints, as well as underlying market and institutional failures, that lead to low employment, disempowerment among low-income youth, especially girls, and low household investments in human capital.

**3.2. Definition of the Problem:** Cabo Delgado, Niassa and Nampula are Mozambique's poorest provinces facing significant economic and social challenges, with high youth unemployment - 67%<sup>2</sup> of people are unable to read or write and the lack of prospects makes it easy for Islamist recruiters to attract young people. The rapidly growing violence from extremist groups and the subsequent approximately 800,000 IDPs are greatly exacerbating poverty in the area. According to a Cross-Sectoral Youth Assessment conducted by USAID in June 2020, youth in the target districts face barriers to accessing employment due to unavailability of jobs, corruption and bribery for accessing the few existing opportunities; disconnections between the education system and the labour market; low quality of education; and lack of work experience. Thus, most young people try to survive in the informal economy, mainly through occasional and sometimes precarious livelihoods.

**3.3. Relevance in the Light of the Criteria of the Call for Proposals:** This project will address the underlying socio-economic drivers of poverty and extremism in Cabo Delgado, Niassa and Nampula, through targeted

<sup>1</sup> <https://data.worldbank.org/indicator/SL.UEM.1524.ZS?locations=MZ>

<sup>2</sup> 2017 Population Census, INE

developmental, educational, and vocational interventions, by promoting the increase of education and skills, through vocational training adapted to the demands of the labour market, targeting not only young people and students but also active workers. Furthermore, this project will contribute to the Mozambican government efforts in (1)<sup>3</sup> promoting peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels in targeted provinces, by supporting young people through capacity-building activities and exchanges on peace education and conflict transformation, bringing together young people IDPs and those from host communities and help them to overcome hatred and prejudice, as well as to develop joint projects and initiatives to promote inter-community dialogue and, when appropriate, reconciliation; (2)<sup>4</sup> promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for young people by building resilience and creating opportunities to participate in the economic development through provision of necessary skills for the labour market, vocational and professional training and the promotion of entrepreneurship for young people in targeted provinces.

#### **4. Objectives** (Effectiveness)

**4.1. General Objective:** To enhance the self-reliance and livelihoods of young people amongst IDP and host communities in Metuge, Chiure, Montepuez, Lichinga, Cuamba, Marupa, Meconta, Nampula and Nacala Districts.

#### **4.2. Specific Objectives**

- To empower young people with practical entrepreneurship and business management skills.
- To support young people to improve their financial literacy and raise their awareness of available and affordable credit sources to support business start-up and expansion.
- To build the capacity of young people to engage local and national-level stakeholders to advocate for youth-friendly employment policies.

**4.3. Target Groups (number and type):** Vulnerable young people face multiple forms of discrimination and violence in the targeted districts. They are often denied access to education and training and experience gender inequality and oppression in all areas of life. Social norms force young women to marry early and restrict their ability to move freely, which results in them having limited access to financial resources. AAUK will lead the proposal, alongside our fellow Federation member ActionAid Mozambique (AAMoz) and our four local partners (, Christian Council of Mozambique-Cabo Delgado, Christian Council of Mozambique-Niassa, ACTIVISTA Movement, Mozambique Solidarity-Nampula and IFPELAC), and we will address the abovementioned constraints by supporting 2,500 vulnerable young people (70% girls and women aged from 15 to 24 years old) with vocational technical education training, financial literacy, village loan and savings, and small businesses' development to engage more actively in the labour market and to shift the perceptions of key actors with whom they want to engage.

Using a Participatory Vulnerability Analysis Framework<sup>5</sup>, the Consortium will select the most vulnerable young people - 300 in Niassa, 1200 in Cabo Delgado and 1000 in Nampula province. The Consortium will also target 100 private sector companies to provide pre-employment programmes and on the job trainings for youth that will result in the expansion of the job market and elevating their economic participation. Amongst the 2500 young people, AAMoz will select and distribute self-employment kits to 800 of the most vulnerable young people (400 in Cabo Delgado, 300 in Nampula and 100 in Niassa province – 70% women), to support them in starting up their enterprises. Working closely with 50% IDPs and 50% host communities in target areas, the Consortium will develop a selection criterion to ensure project ownership by the young people who will benefit most from this intervention, supporting them over the course of this 18-month project period.

#### **5. Activities and Strategies** (Efficiency)

**5.1. Developed Strategies:** The Consortium will combine expertise in community development with youth mobilisation, vocational training, financial literacy, and small business development to address the root causes of conflict and poverty in Cabo Delgado that contribute to IDPs presence in Niassa and Nampula provinces, by providing technical skills, social empowerment, employment and self-employment opportunities, access to financial

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<sup>3</sup> SDG16

<sup>4</sup> SDG8

<sup>5</sup> [https://www.svri.org/sites/default/files/attachments/2016-01-13/108\\_1\\_participatory\\_vulnerability\\_analysis\\_guide.pdf](https://www.svri.org/sites/default/files/attachments/2016-01-13/108_1_participatory_vulnerability_analysis_guide.pdf)

services, market, and value chains development interventions to improve productivity and income generation, to boost local economic growth.

**Outcome 1: Increased opportunities for youth in employment & self-employment:** AAMoz has an existing partnership with the National Professional Training and Labour Studies Institute (IFPELAC), the only State-owned training institute providing Technical Vocational Education Training (TVETs) in the country. IFPELAC will be responsible for administering training, including the development of specific curriculums that will be informed by the baseline study and Training of Trainers, with each TVETs to last 3 months. The Consortium, in coordination with local community leaders and local Government structures, will mobilize and sensitize youth to participate in the professional training provided by IFPELAC, using the Participatory Vulnerability Assessment Tool, in coordination with local authorities in target areas. The trainees with successful results will be awarded certificates that qualify them to join internship programs that will be developed in partnership with the National Institute of Employment, private sector companies in targeted provinces and with the local existent labour market programs.

The project will also provide necessary basic tools and equipment required for youth to initiate and pursue the self-employment opportunity for which they have been trained. Self-employment Kits will be determined by the courses that will be identified during the baseline and will be provided by the Consortium in coordination with IFPELAC to 800 youth (560 female and 240 male) chosen using participatory vulnerability analysis to support them in starting up their enterprises. Examples of the kits include: **Seamstress** kits includes sewing machine, pins, assorted threads and needles, tape measure, scissors and fabric chalk; **Confectioner's** kit includes apron, gas stove, gas cylinder, mixer with bowl and various shapes; **Cook's** kit is composed of apron, assorted knives, kitchen pans and gas stove and gas cylinder; **Carpenters** kit includes safety boots, safety glasses, protection glove, carpenter's hammer, rubber hammer, metric tape, aluminium square, clip, bench lathe and hacksaw; **Plumber** kit is composed of an adjustable clamping wrench, pipe cutting set, bench lathe, metric tape, trapezoidal level, and drill set; **Mechanical** kit includes pliers, clamping nipple wrenches, torque wrenches and multipliers, flexible wrenches, screwdrivers and bits, impact wrenches, gear box wrenches and accessories. Additionally, the Consortium will develop and distribute a handbook to capture lessons on vocational skills and business management and will engage with locally available private sector companies to provide 3 months apprenticeships, internships, career guidance and on the job mentorship for youth that will result in the expansion of the job market and elevating their economic participation.

**Outcome 2: Increased access to financial services for youth to leverage livelihoods:** To accelerate sustainable socio-economic and finance inclusion of young IDPs and host communities, the Consortium will mobilise and sensitise local communities towards the establishment of 100 Village Saving and Loans (VSLs) in target areas (480 in Cabo Delgado, 40 in Nampula and 12 in Niassa province - each composed of 25 young people). The Consortium will conduct a stakeholder mapping to identify VSLs and financial institutions pre-existing in the project impact area and assess their capacity. The potential VSLs members will be identified among the most vulnerable youth and will be trained on VSL methodology and financial literacy, including issues such as group dynamics, record keeping, savings, loan disbursement and repayment and share out and the financial literacy covers such topics as savings and debt management and budgeting. These will be conducted by the 25 VSL Agents (12 in Cabo Delgado, 10 in Nampula and 3 in Niassa province – each agent supporting 4 VSLs in each province), who will be trained as Trainers of Trainers by a consultant.

**Outcome 3: Increased participation of youth to engage decision-making spaces:** The active engagement of youth in sustainable development efforts is central to averting unemployment, poverty, gender inequality, conflict, and migration. The Consortium will mobilise and train youth on citizenship exercising to critically and meaningfully engage with local and national-level government bodies to advocate for youth-friendly employment policies. Additionally, the Consortium will invite representatives from stakeholder organisations including the National Youth Authority, the National Board for Small Scale Industries and the National Employment Authority to engage with youth movements on their desired policy changes. Youth movements will be supported to lead advocacy initiatives for youth enterprise support funds to be included in district development plans and budgets, expansion of youth entrepreneurial and business support and increased youth involvement in decision-making. This project will establish links between the targeted youth and existing youth-led organisations, such as the Mozambique “ACTIVISTA” Youth Movement, to help build a coordinated youth movement.

## 5.2. Planned Activities and Time Schedule

Activity	Q1 2022	Q2 2022	Q3 2022	Q4 2020	Q1 2023	Q2 2023
<b>Outcome 1: Increased opportunities for youth in employment &amp; self-employment</b>						
1.1. Mapping of local market demand-driven employment value chains to inform the process of designing vocational training courses.	X					
1.2. Identification of young people using Participatory Vulnerability Analysis	X					
1.3. Training of 2500 young people (1750 female and 750 male) in vocational technical skills.		X	X	X	X	X
1.4. Training of 2500 young people in life skills, leadership, networking skills, and group dynamics.			X	X	X	X
1.5. Create linkages with employers to provide 3 months apprenticeships, internships, career guidance and on the job mentorship.		X	X	X	X	X
1.6. Develop and distribute a handbook to capture lessons on vocational skills and business management.	X	X	X	X	X	X
1.7. Provide self-employment kits to 800 most vulnerable young people (560 female and 240 male) in the target districts		X	X	X	X	X
1.8. Supporting 2500 young people (1750 female and 750 male) in developing their business plans		X	X	X	X	X
<b>Outcome 2: Increased access to financial services for youth to leverage livelihoods</b>						
2.1. Acquisition of 80 VSLs Kits (Cash box, Pass books, Ink pads/Ink, Calculators, Training manual, Rubber stamps)	X	X				
2.2. Facilitating establishment of 80 VSLs groups in target districts (20 in each district)	X	X				
2.3. Identification and training of 20 VSL Agents/facilitators in VSL methodology and consumer protection	X	X				
2.4. Providing financial literacy training for 2500 young people (1750 female and 750 male)		X	X	X	X	X
<b>Outcome 3: Increased participation of youth to engage decision-making spaces</b>						
3.1 Training of 2000 young people (1750 female and 750 male) in advocacy and campaign skills			X	X	X	X
3.2 Supporting youth advocacy agenda to influence their effective participation in local decision-making spaces			X	X	X	X
<b>Cross-cutting Activities</b>						
Monitoring, Evaluation, and learning	X	X	X	X	X	X

### 5.3. Indicative Cost per Activity

Activity	Total Cost (EUR)
<b>Outcome 1: Increased opportunities for youth in employment &amp; self-employment</b>	€ 436,973.61
Activity 1.1. Mapping of local market demand-driven employment value chains to inform the process of designing vocational training courses.	€ 9,722.22
Activity 1.2. Identification of young people using Participatory Vulnerability Analysis	€ 11,625.00
Activity 1.3. Training of 2500 young people (1750 female and 750 male) in vocational technical skills.	€ 260,416.67
Activity 1.4. Training of 2500 young people in life skills, leadership, networking skills, and group dynamics.	€ 20,787.50
Activity 1.5. Create linkages with employers to provide 3 months apprenticeships, internships, career guidance and on the job mentorship.	€ 787.50
Activity 1.6. Develop and distribute a handbook to capture lessons on vocational skills and business management.	€ 13,750.00
Activity 1.7. Provide self-employment kits to 800 most vulnerable young people in the target districts	€ 101,875.00
Activity 1.8. Supporting 2500 young people (1750 female and 750 male) in developing their business plans	€ 20,787.50
<b>Outcome 2: Increased access to financial services for youth to leverage livelihoods</b>	€ 77,335.07
Activity 2.1. Acquisition of 100 VSLs Kits (Cash box, Pass books, Ink pads/Ink, Calculators, Training manual, Rubber stamps)	€ 14,375.00
Activity 2.2. Facilitating establishment of 100 VSLs groups in target districts (20 in each district)	€ 2,176.39
Activity 2.3. Identification and training of 25 VSL Agents/facilitators in VSL methodology and consumer protection	€ 44,996.18
Activity 2.4. Providing financial literacy training for 2500 young people	€ 15,787.50
<b>Outcome 3: Increased participation of youth to engage decision-making spaces</b>	€ 42,825.00
Activity 3.1 Training of 2500 young people in advocacy and campaign skills.	€ 30,787.50
Activity 3.2 Supporting youth advocacy agenda to influence their effective participation in local decision-making spaces, including humanitarian clusters in target districts	€ 12,037.50
<b>Cross-Cutting Issues</b>	€ 55,297.22
Monitoring, Evaluation and Learning	€ 29,787.50
Baseline Assessment	€ 20,347.22
Representative Perception Survey	€ 5,162.50
<b>Operational Costs</b>	
Project Personnel	€ 217,712.18
Office running Costs for AAMoz and Local Implementing Partners	€ 54,590.00
Equipment Acquisition (3 Motorbikes, Laptops, Printers, Cameras and Office furniture)	€ 21,305.56
<b>Total Program and Operational Costs</b>	€ 906,038.64
<b>Indirect Costs/Overheads (10%)</b>	€ 90,603.86
<b>TOTAL GRAND</b>	€ 996,642.51

#### **5.4. Organizational Capacity: former results and “lessons learned” (in the context of ongoing projects/programs):**

The ActionAid Federation has more than 30 years of community mobilization and development experience in Mozambique. Specifically, (1) in Manhica district has established and trained 1,800 savings groups benefiting 9,000 people who have diversified their source of income by investing in other income-generation activities avoiding their dependence on rain-fed farming activities, having learnt that it is important to engage local community members to mobilise young people, it is crucial to pay allowances to VSLs Agents locally identified and selected in coordination with local leaders, the VSLs Agents must continue to support the savings groups as the local resource persons so that the momentum and cohesion building process is strengthened; (2) In Chiure district, more than 1200 girls and adolescents (aged 10 to 19 years) have been trained on life skills such as Jewellery Designer, Clothing Designer, Hand Crafting and Sewing. About 300 girls have increased their family income through selling hand-crafted products and reusable masks that are locally sewed. It was learnt that it is of worth to train young people on life skills and vocational skills and support them with tools and equipment to start up their small businesses.

AA UK and AAMoz manage their accounts using SUN6.3 accounting software which maintains a full and complete audit trail. Books of accounts held on SUN6.3 are updated daily, and all balance sheet items are reconciled monthly. In line with internationally accepted accounting practices for not-for-profit organizations, systems can readily identify different funds under its management, and ensure the funds are being managed consistently with the purposes to which they were provided. On an annual basis, the Annual Report and Accounts are prepared and audited by external auditors and filed with Companies House and the Charity Commission (UK) and Ernest & Young (Mozambique).

#### **6. Partners (Synergy and complementarity)**

**6.1 Local and International partners and their added value:** This project will be led by ActionAid UK (International partner), alongside ActionAid Mozambique (National partner), Christian Council of Mozambique – Cabo Delgado ACTIVISTA Movement, Christian Council of Mozambique – Niassa, Mozambique Solidarity – Nampula and IFPELAC (five local implementing partners). ActionAid UK and ActionAid Mozambique are both ActionAid Federation Members and will work together to implement the project. AAUK will be responsible for overall grant management, donor engagement, due diligence, reporting, as well as providing technical M&E and financial support. ActionAid Mozambique will be the main implementing partner, managing the response and local partners in Mozambique.

As added value, the five local implementing partners will perform local level advocacy actions on needs identified by the project, delivery of policy advocacy actions linking local actions to national efforts, mobilisation of its membership specifically women, and championing advocacy and accountability issues, by bringing their expertise on community mobilisation, financial literacy of informal vendors, life skills training for adolescents in schools, awareness raising skills for social change and capacity building of youth on social and economic issues. IFPELAC will be the resource partner organisation providing the vocational technical education training in target provinces, in coordination with local implementing partners. IFPELAC will lead the process of mapping of local market demand-driven employment value chains to inform the designing of specific and contextualised vocational training curriculums in targeted districts.

**6.2. Method for identifying and consulting local partners:** The identified five local implementing partners are already AAMoz partners with standing MoU for other projects, who underwent a partner assessment done by AAMoz to identify existing capacities and strengths in relation to this project, capacity needs that could potentially be addressed through this partnership, geographic presence in the proposed areas and settings of implementation, organizational governance and existence of accountability mechanism, and financial health. All partners have adequate organizational governance and accountability mechanisms, as outlined in the organizational constitutions and policies, and undergo annual audits. They are deeply rooted in the communities where they have a presence, which ensures project acceptance and sustainability of this action beyond project implementation. AAMoz is governed by a national board member, whilst the partners selected here have their own boards and management who provide oversight and implement decisions respectively.

#### **6.3. Synergy and Complementarity with other Interventions**

This project seeks to address both the supply-side and demand-side challenges relating to youth’s employability empowerment. On the demand side, the Consortium will stimulate synergies with employers, trade unions and relevant government agencies to explore and address challenges relating to employability opportunities, policies and labour laws and their implementation, including specific technical trainings that are attractive for the private sector companies. On the supply-side the project will work with local youth-led organisations and other service providers supporting young people’s entrepreneurship and skills training to ensure that the training being offered is appropriate and matches the needs of employers and youth.

Additionally, this project will contribute to the efforts provided by the (1) USAID project entitled “Building Community Resilience in Cabo Delgado province, implemented by the IOM, aiming to reduce the vulnerability of and increase the resilience of communities and individuals in Cabo Delgado, from 2020 to 2022, by increasing the number of individuals, particularly youth, with skills to attain to locally available employment opportunities; (2) EC project entitled “We All Participate” , implemented by Mozambique Debt Group and Progresso, from 2018 to 2022, which aims to strengthen the capacity of young people to intervene in civic and political processes, taking into account specific constraints and opportunities related to gender equality, greater participation of youth in democratic issues, improved critical thinking, and violence and conflicts reduction. AAUK and partners will contribute to this project by enabling young women and men to be drivers of change and access sustainable opportunities, through awareness and capacity development, organizing and campaigning and building solidarity to harness individual and collective power; (3) Ultimately, this project will build up on the “More and better jobs in Cabo Delgado, Niassa and Nampula provinces - Harnessing the opportunities of the New Economy in Mozambique” project funded by SDG Fund and Spain Cooperation, implemented by ILO in partnership with the Government by providing young people with local market demand-driven training skills to explore local value chains and promote self-employment.

## **7. Impact and sustainability:**

The Consortium members will develop the exit strategy as part of project inception to ensure that impacts generated continue beyond the project. This will involve submitting a written document stipulating clearly how transfer of knowledge, skills and ownership of the programme will be managed to ensure that project interventions continue after the project. The project will ensure innovative products developed by the beneficiaries to development partners, private sector and even the local Governments, IFPELAC and National Employment Authority for scaling up and replication purposes. The following principles will guide our sustainability approaches:

- Sustainability actions are secured through strong partnerships and coordination with local government structures, youth-led movements, UN agencies and other humanitarian stakeholders, community, and traditional leaders, and investing in beneficiaries’ analyses from the onset of the project and working with them to resolve issues through community actions and/or advocacy.
- Use existing structures and mechanisms and integrate gender equality within those institutions and processes; set up new systems and platforms when specifically required.
- Leverage new ways to engage youth in strategic areas by using innovative modern technology principles and models but at the same time engaging with opinion leaders as well as private sector.

All training conducted in the target districts will ensure inclusion of the beneficiaries and relevant local authorities to ensure those new skills and knowledge will guarantee the ownership and continuity of the programme activities after the project end. For those beneficiaries with specific tools, skills and knowledge acquired through the trainings, coaching and mentoring sessions, arrangements will be organized with local governments institutions so that their skills and knowledge can be the foundation towards enhancing peace, self-reliance, and livelihoods of IDPs and host communities in Pemba, Metuge, Chiure and Montepuez districts, in Cabo Delgado province.

## **8. Donor visibility**

The Consortium will ensure an adequate visibility for the Belgium Embassy in all the project phases complying with all the involved targets, starting with the beneficiaries up to the international audience. Visibility items (banners, brochures, promotional materials) will be developed for the distribution events in the communities, following the Belgium Embassy standards and requirements. Local media will be involved in documenting the delivery of the activities. National TV will disseminate these moments, providing visibility for the unemployment situation and for the solution proposed by this project. In all press releases and media interaction, the project team will highlight the role of the Belgium Embassy. AAMoz will use its websites and social media channels (Facebook, Twitter, Instagram) to communicate the project results, people’s stories, photos, and video contents, following the Belgium Embassy communication and visibility requirements. For all materials produced we will seek permission from the Belgium Embassy before printing to ensure compliance with logo and other standards. All panels and banners will be clearly visible, easily legible, and as explanatory as possible of the involvement of the Belgium Embassy.

## **9. Monitoring methods** (Management capacity)

### **9.1. Logical framework** (conceived draft baseline, intended results, indicators)

<b>Outcomes and Outputs</b>	<b>Indicators</b>	<b>Baseline</b>	<b>Target</b>
<b>Outcome 1: Increased opportunities for youth in employment &amp; self-employment</b>	<b>% of targeted youth reporting increased employment and self-employment opportunities.</b>	<b>TBC</b>	<b>TBC</b>
Output 1.1. Local market demand-driven employment value chains to inform the process of designing vocational training courses mapped	# of vocational training courses identified	0	10
Output 1.2. Young people trained in vocational technical skills.	# of young people trained in vocational skills # of young people graduated # of vocational training courses conducted	0 0 0	2,500 2,000 10
Output 1.3. Young people trained in life skills, leadership, networking skills, and group dynamics.	# of young people trained # of networks and groups dynamics created # of life skills training conducted	0 0 0	2,500 9
Output 1.4. Linkages with employers to provide 3 months apprenticeships, internships, career guidance and on the job- mentorship created	# of employers engaged # of employers providing 3 months apprenticeships, internships, career guidance and on the job- mentorship	0 0 0	100 2,500
Output 1.5. Handbooks to capture lessons on vocational skills and business management developed and distributed to vocational trainees	# of handbooks produced # of handbooks distributed	0 0	2,500 2,500
Output 1.6. Self-employment kits provided to the most vulnerable young people	# of self-employment kits distributed	0	800
<b>Outcome 2: Increased access to financial services for youth to leverage livelihoods</b>	<b>% of targeted youth reporting increased access to financial services to leverage livelihoods.</b>	<b>TBC</b>	<b>TBC</b>
Output 2.1. VSLs Kits acquired and distributed	# of VSLs kits purchased # of VSLs kits distributed	0 0	100 100
Output 2.2. VSLs groups established in target districts	# of VSLs groups established	0	100
Output 2.3. VSLs Agents identified and trained	# of VSLs agents identified # of VSLs agents trained	0 0	25 25
Output 2.4. Young people trained in financial literacy	# of young people trained in financial literacy # of financial training conducted	0 0	2,500 5
Output 2.5. Young people supported in developing their business plans	# of young people supported # of business plans developed	0 0	2,500 2,500
<b>Outcome 3: Increased participation of youth to engage decision-making spaces</b>	<b>% of targeted youth reporting increased engagements in decision-making spaces.</b>	<b>TBC</b>	<b>TBC</b>
Output 3.1. Young people trained in advocacy and campaign skills.	# of young people trained # of trainings conducted	0 0	2,500 5
Output 3.2. Youth advocacy agenda supported to influence their effective participation in local decision-making spaces, including humanitarian clusters in target districts	# of youth advocacy agendas developed # of young people participating in decision-making spaces # of decision-making spaces increasing youth participation	0 0 0	9 adv. agendas 2500 9 decision-making spaces

***TBC (To be Confirmed): Baseline and target numbers to be determined after the baseline assessment.***



**9.2. Proposal for monitoring and evaluation to be formulated by the applicant:** The Consortium members will develop a baseline study to review and rephrase the initial proposed project indicators to reflect the critical issues identified before the project kick-off. The study will conduct an evidence-based participatory approach involving various implementing partners, stakeholders, women, men, boys, and girls in targeted provinces. The study will apply the principles of disability inclusion as part of the project design, gender, and rights-based approaches to programming, including boys, girls, women, and men to ensure that the study approach gather views from both male and female subjects. The study will also employ principles of vulnerability analysis by facilitating and mobilising community vulnerable boys, girls, women, and men to participate in the baseline. The Consortium will adopt a mixed methods approaches based on qualitative data collection from individual key project informants (partners and stakeholders) and focus group discussions with women, men, boys, and girls to ensure that the study gather views from both male and female participants in the project targeted provinces. In addition, a perception survey will be designed to measure outcome level indicators and will be carried out at the beginning of the intervention to establish the baseline values and determine the targets. This perception survey will be repeated every 6 months and at the end of the intervention.

ActionAid's approach to performance monitoring and evaluation (M&E) is built on a strategy that links the project logical framework, work plan, organizational structure, and M&E systems. Key pillars of our approach to M&E are:

- **Integration:** The performance monitoring and evaluation system will be integrated into the project management system and approach.
- **Inclusion:** We will share information with Belgium Embassy, partners, stakeholders, and beneficiaries as appropriate to ensure effective implementation.
- **Demand-driven:** The system will provide information that the Belgium Embassy can use to determine priorities in agriculture development and recovery interventions more effectively.
- **Responsive:** Our approach recognizes the mission's reporting requirements to Belgium Embassy and other stakeholders and will ensure the system facilitates consistent, reliable reporting.

The consortium will design a program monitoring and evaluation (M&E) plan with the project implementing partners and Belgium Embassy, within the first 30 days of the award that clearly designates program-level results and achievements. This will be a participatory activity conducted in tandem with the work plan, and reviewed monthly and quarterly, and at the end of the project, in collaboration with the youth IDPs and host communities. The planning will also be informed by our consultation with target communities, women, and girls as well as those with specific needs and vulnerabilities such as people with disability, using participatory and inclusive approaches.

The project key personnel (to be recruited), supported by the Humanitarian Program and Policy Manager, based in ActionAid Pemba Sub-office, will design a M&E plan that builds of the project logframe, with performance indicators, indicator definitions and units of measurement, data sources, method and approach to data collection, the schedule and frequency of data collection, and the individuals or teams responsible for collecting, analyzing, and reporting performance monitoring information. Alongside the project MEAL officer, the Consortium will collect information on outputs every 3 months and outcomes every 6 months using standardized gender-aware data collection protocols to structure interviews with a sample of community members and local partners. Reporting will be organized on a quarterly, six-month, and annual basis to reflect these different levels of results. Information will be presented graphically, indicating actual performance against targets. Key components of our performance Monitoring and Evaluation Plan are summarized as follows:

- **Data collection.** The project manager will ensure that all M&E data and information from the project are easily accessible by partners and readily convertible, if appropriate, into Belgium Embassy own internal reporting systems.
- **Surveys and special studies.** Collection of qualitative data will be particularly important for monitoring results. Special attention will be given to the collection of qualitative data that can be disaggregated by age, gender, and socioeconomic background.
- **Partner participation.** Our project manager will provide M&E capacity training to our local partners by helping them build data spreadsheets to monitor results. AAUK and partners will work together to draft intermediate results and benchmarks in the first month of the project.

## **10. Detailed Results-Based Budget (Efficiency) - See Annex 3**

## 11. Risk analysis/risk modifier.

Activity	Risk	Mitigation Measure
1.1.	Resistance of private sector companies to provide information during the mapping process.	Sensitization and engagement with the private sector companies about the importance of young people employment opportunity.
1.2	Resistance of community for choosing more women than men	Sensitization of the community on the current gender discrepancies in accessing the employment market
1.3	Young people struggle to understand content of training. Weak application of acquired knowledge by young people.	Apply different teaching or facilitation techniques to simplify young people understanding. Sensitization of young people and community members on the importance of youth vocational training Engage with local leaders and other local influencers to mobilize and sensitize young people.
1.4	Young people struggle to understand content of training.  Weak application of acquired knowledge by young people.	Apply different teaching or facilitation techniques to simplify young people understanding. Sensitization of young people and community members on the importance of youth life skills training. Engage with local leaders and other local influencers to mobilize and sensitize young people.
1.5	Lack of interest from employers in providing 3 months apprenticeships, internships, career guidance and on the job mentorship	Sensitization and engagement with the private sector companies about the importance of young people employment opportunity.
1.6	Weak utilization of handbooks by young people.	Sensitization of young people on the importance of youth life skills training.
1.7	Weak utilization of self-employment kits by young people	Engage with local leaders and other local influencers to mobilize and sensitize young people to utilize the self-employment kits
2.1.	Poor quality of VSLs Kits components	Purchase from suppliers with financial and logistic capacity;
2.2.	Resistance to participate in VSLs groups.	Sensitization and training about the pertinence of VSLs, including financial literacy Engage with local leaders and other local influencers to mobilize and sensitize young people to participate in VSLs
2.3.	Young people struggle to understand content of training.  Weak application of acquired knowledge by young people.	Apply different teaching or facilitation techniques to simplify young people understanding. Sensitization of community members on the importance of youth life skills training. Engage with local leaders and other local influencers to mobilize and sensitize young people.
2.4.	Young people struggle to understand content of training. Weak application of acquired knowledge by young people.	Apply different teaching or facilitation techniques to simplify young people understanding. Sensitization of community members on the importance of youth life skills training Engage with local leaders and other local influencers to mobilize and sensitize young people
2.5.	Young people struggle to understand content of training. Weak application of acquired knowledge by young people.	Apply different teaching or facilitation techniques to simplify young people understanding. Sensitization of community members on the importance of youth life skills training Engage with local leaders and other local influencers to mobilize and sensitize young people
3.1	Young people struggle to understand content of training. Weak application of acquired knowledge by young people.	Apply different teaching or facilitation techniques to simplify young people understanding. Sensitization of community members on the importance of youth life skills training Engage with local leaders and other local influencers to mobilize and sensitize young people
3.2	Lack of interest by local governments and other stakeholders in promoting youth participation in decision-making spaces	Design strategies for lobbying local government and other key stakeholders

## 12. Annexes

Annex 1. AAUK Charity Commission Registration Certificate

Annex 2. 2020 Annual Report

Annex 3. Detailed Result-based Budget