

18 Months Rolling Work Plan (Jan. 2009 - June 2010) Labour Market Analysis and Employment Generation

UNDAF Outcome: 1. By 2012, opportunities for generation of income and employment increased in targeted poor areas. (MDGs 1, 8)
Expected CT Outcomes: 1.3. Capacity of the RGoB strengthened to formulate policy framework for Private Sector Development to respond to economic constraints and vulnerabilities with focus on employment generation and pro-poor growth
 1.4. New Micro, small and medium enterprises (MSMEs) and jobs created, with emphasis on women and youth.
Expected CT Output(s): 1.3.4; 1.4.1
Implementing partner: Ministry of Labour and Human Resources
Other partners: Youth Development Fund, Bhutan Development Finance Corporation Ltd

1. The AWP aims to enhance the capacity of the MoLHR to: a) guide national employment and human resource development policies, plans, strategies through the strengthening of labour market analysis, and finalization of the draft National Human Resource Development Policy; and b) reduce unemployment, especially among youth and women through increased jobs and opportunities for self-employment and small businesses
2. In collaboration with implementing partner (IP) and UNDP, the Gross National Happiness Commission coordinates the overall AWP implementation and progress review through quarterly, mid-year and annual review meetings. The IP is responsible for ensuring the achievement of AWP results through day-to-day management, implementation, monitoring of the activities, proper use of funds and submission of quarterly financial and progress reports. UNDP is responsible for monitoring, timely release of funds, and technical support to implementation.
3. The partners adopt HACT procedures for fund request, release and reporting. Quarterly Direct Cash Transfer modality is applied and Reimbursements or Direct Payment when necessary with prior agreement between all the parties. Assurance activities such as joint field monitoring, spot checks and scheduled audits will be conducted after agreement with the GNH Commission and the IP based on the micro-assessment recommendations.

Programme Period: 2008-2012

Programme Title: Support to MoLHR for strengthening labour market analysis and employment generation especially among youth and women
 Work Plan Title: Labour Market Analysis and Employment Generation

Award ID: 00049693

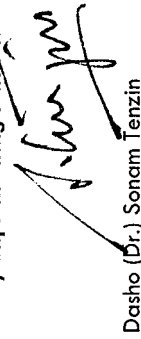
Duration: 18 Months (Jan 2009—June 2010)

Estimated 18 months budget: US\$ 484,669.00

Allocated resources:

- ▲ UNDP US\$ 452,778.00
- ▲ 2009: \$ 357,333.00 (RR: \$ 107,060.00; OR: \$ 250,273.00)
- ▲ 2010: \$ 95,445.00 (RR: \$ 35,500.00; OR: \$ 59,945.00)
- ▲ UNIDO US\$ 31,891.00
- ▲ 2009: \$ 24,000.00
- ▲ 2010: \$ 7,891.00

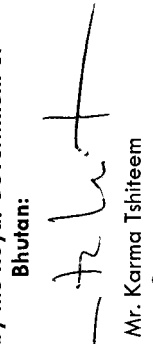
Agreed by Implementing Partner:


 Dasho (Dr.) Sonam Tenzin
 Secretary

Ministry of Labour and Human Resources

Date:

Agreed by the Royal Government of Bhutan:



 Mr. Karma Tshiteem
 Secretary
 GNH Commission

Date:

Agreed by UN Agencies:


 Mr. Bakhodir Burkhanov
 Dy. Resident Representative
 UNDP

Date:


 Ms. Inez Wijngaarde
 Project Manager
 UNIDO

Date:

EXPECTED CP OUTPUTS and indicators including 18 months' targets	PLANNED ACTIVITIES List all activities including M&E to be undertaken during the year towards stated CP outputs	TIMEFRAME					RESPONSIBLE PARTY		PLANNED BUDGET					
		2009		2010			Implementing Partner	UN	Source of Funds	Budget Description	2009	2010	Total	
		Q1	Q2	Q3	Q4	Q1								Q2
		Labour Market Information and Analysis and Finalization of National Human Resource Development Policy												
	1	Review survey and census instruments and design, conduct pre-test and develop sampling frame		X				DoE, MoLHR	UNDP	RR	Meetings/Consultations	5,000	-	5,000
	2	Ex-country training of LMID staff on research methodology and report writing and analysis	X					DoE, MoLHR	UNDP	RR	Airfare: 4,000, Course Fee: 4,000; DSA: 4,420	12,420	-	12,420
	3	Recruitment of UNV/Consultant for modification of LMIS	X					DoE, MoLHR	UNDP/N EX	RR	UNV/Consultant	10,000	-	10,000
	4	Conduct consultative workshops with stakeholders on the modified LMIS	X					DoE, MoLHR	UNDP	RR	Workshops	2,600	-	2,600
	5	Production of specialized reports based on data generated by the LMIS	X	X	X			DoE, MoLHR	UNDP (5000)/ UNDP/N EX (2000)	RR	Workshops/Publications/Consultant	7,000	-	7,000
	6	Recruitment of international consultant for the finalization of the NHRD Policy	X					DHR, MoLHR	UNDP/N EX	RR	International Consultant	15,000	-	15,000
	7	Conduct consultative workshops with stakeholders on the draft NHRD Policy	X					DHR, MoLHR	UNDP	RR	Workshops	20,000	-	20,000
	8	Publication of the NHRD Policy		X				DHR, MoLHR	UNDP	RR	Publications	2,500	-	2,500
	9	Job prospecting exercise	X					DoE, MoLHR	UNDP	RR	Travel	6,000	-	6,000
												80,520	-	80,520
	Sub-Total													
	1.4.1 Community based MSMEs and cooperatives, particularly those of	Entrepreneurship and Business Advisory Programmes												

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		2009			2010			Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)				
		Q1	Q2	Q3	Q4	Q1	Q2					2009	2010	Total		
		Q1	Q2	Q3	Q4	Q1	Q2									
<p>cooperatives, particularly those of women and youth, supported through improved access to micro-finance, business development services, marketing, group formation and post harvest management services.</p> <p>Indicators:</p> <ul style="list-style-type: none"> • Business advisory services programme developed and effectively implemented • Target (18 months): <ul style="list-style-type: none"> *Entrepreneurial promotion and business advisory unit/division fully functional • Income generation start up support programme introduced and effectively used to support selected business proposals and contributing towards self-employment of job seekers Target (18 months): <ul style="list-style-type: none"> • 30 trainees complete entrepreneurship training and 12 businesses established services. <p>Indicators:</p> <ul style="list-style-type: none"> • Number of workshops/for a held for employers/job seekers <p>Target (18 months):</p> <ul style="list-style-type: none"> • 6 workshops/fora held. <p>Indicators:</p> <ul style="list-style-type: none"> • Employment service centres fully staffed and capacity of the centres strengthened <p>Target (18 months):</p> <ul style="list-style-type: none"> • 3 <p>Indicators:</p> <ul style="list-style-type: none"> • Garment production skills enhanced; • Trainers' skills upgraded and benched marked 	1	Renumeration/travel for UNV recruited for strengthening job counseling services	X						DoE, MoLHR	UNDP/N EX	OR (HSF)	UNV	18,500	-	18,500	
	2	Job portal stakeholders workshop	X	X	X					DoE, MoLHR	UNDP	OR (HSF)	Workshops	2,000	-	2,000
	3	Conduct job seekers and employers seminars/forum	X	X	X	X				DoE, MoLHR (YDF)	UNDP	OR (HSF)	Workshops	8,000	4,000	12,000
	4	Develop manuals, brochures, course guides for business development and advisory	X							DoE, MoLHR (Employment Service)	UNDP	OR (HSF)	Publications (7,000)/Consultants	10,000	-	10,000
	5	Advertise business advisory service programmes through media and other means		X	X					DoE, MoLHR	UNDP	OR (HSF)	Advertisements	3,000	-	3,000
	6	Strengthen capacity of Entrepreneurship Promotion Center	X	X	X					DoE, MoLHR	UNDP	OR (HSF)/RR	Training: 10000 (RR); Equipment: 15200 (OR)	25,200	-	25,200
	7	Conduct ToT on Entrepreneurship development	X	X	X	X				DoE, MoLHR	UNDP	OR (HSF)	Training	9,000	6,000	15,000
	8	Conduct entrepreneurship trainings	X	X	X	X				DoE, MoLHR	UNDP	OR (HSF)	Training	20,000	8,000	28,000
	9	Establish and strengthen capacity of the employment service centers	X	X	X	X				DoE, MoLHR	UNDP	OR (HSF)/RR	Training: 5540 (RR); Equipment: 20000 (OR)	25,540	-	25,540
	10	Recruit local consultant to conduct an assessment for establishing the Income Generation Start Up Support Programme (IGSP)	X							DoE, MoLHR	UNDP	OR (HSF)	Local consultant	15,000	-	15,000
	11	Recruit Project Support Officer for the business advisory and entrepreneurship programme	X	X	X	X				DoE, MoLHR	UNDP	OR (HSF)	Local consultant	5,200	2,600	7,800

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		2009				2010				Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4					2009	2010	Total	
Target (18 months): • 15 tailors trained; • 3 ToT workshops conducted and occupational profile and standard drafted Indicators: • Conducive and well facilitated garment production-training environment established Target (18 months): • 1 classroom fitted with advance tailoring equipment Indicators: • Teaching and delivery methods of master artisans in Zorig Chusum enhanced and upgraded Target (18 months): • 16 Master artisans trained in ToT methods; • Gaps in teaching methodologies identified and plans to address drafted. Indicators: • Scottish Credit Qualification Framework and ECECEL national qualification framework introduced; • Benchmarking of Bhutan's standardization of assessment to HWU's ALP programme introduced and explored. Target (18 months): • 1 Presentation workshop conducted; • Concept note drafted and shared; • Report on gaps, requirements, cost estimate and proposal in order to benchmark weaving skills against HWU's ALP Programme drafted and shared	12	X				X					DoE, MoLHR	UNDP	OR (HSF)	Advertisements	10,000	-	10,000
	13		X	X	X		X	X			DoE, MoLHR	UNDP	OR (HSF)	Equipment	21,000	14,000	35,000
	14		X	X	X		X	X			DoE, MoLHR	UNDP	OR (HSF)	Grants	50,000	20,000	70,000
	15		X	X	X		X	X			DoE, MoLHR	UNDP	OR (HSF)	Misc	2,000	1,000	3,000
																224,440	55,600
		Artisan Vocational Training															
	1		X				X				CVTI	UNDP/UNIDO	OR (HSF: 2009/UNIDO: 2010)	Training	4,000	5,891	9,891
	2	X				X					CVTI	UNDP	OR (HSF)	Equipment	9,000	-	9,000
	3						X				DHR/DoS, MoLHR	UNDP/UNIDO	OR (HSF: 4000); (UNIDO: 14,000)	International Consultants	18,000	-	18,000
	4	X									CVTI/DHR/DoS, MoLHR	UNDP/UNIDO	OR (UNIDO)	International Consultant	6,000	-	6,000

