



**PROPOSAL MONTHLY PROGRESS UPDATE**  
as of 13 March 2015

<b>Recipient UN Organization(s):</b>	UNDP	<b>SOs</b> Strategic Objective(s)	<b>Ensure Essential Services</b>
		<b>MCAs</b> Mission Critical Action(s)	<b>Cash Incentives for Workers</b>
<b>Implementing Partner(s):</b>	<ul style="list-style-type: none"> <li>▪ UNDP</li> <li>▪ Ministry of Health</li> <li>▪ Ministry of Gender, Children and Social Protection</li> <li>▪ Working Group on Payments</li> </ul>		
<b>Project Number:</b>	00092903		
<b>Proposal Title:</b>	UNDP Programme for Payments for Ebola Response Workers (PPERW) - Liberia		
<b>Total Approved Proposal Budget:</b>	1,532,616		
<b>Total Approved Project Budget:</b>	<b>MCA0n: Cash Incentives for Workers</b>	<b>Project</b> 00092903	<b>Budget Approved</b> US\$ 1,532,616
			US\$
			US\$
			US\$
			US\$
	<b>MCA0n:</b>		US\$
	<b>Total</b>		<b>US\$</b>
<b>Geographical Focus Area</b>	<input type="checkbox"/> Guinea <input checked="" type="checkbox"/> Liberia <input type="checkbox"/> Sierra Leone <input type="checkbox"/> Common Services	<b>Geographical Local Area</b> (Counties-Districts-Prefectures)	<input checked="" type="checkbox"/> Urban <input checked="" type="checkbox"/> Rural <input type="checkbox"/> Border
<b>Outbreak Hot Zones</b>	Please select one from the following <input checked="" type="checkbox"/> Yes (Y) <input type="checkbox"/> No (N)		
<b># Direct Beneficiaries</b> <i>(Ensure the information below indicates both the total number of beneficiaries ensure inclusive participation and non-discrimination of the vulnerable and at-risk groups)</i>	<b>Total Beneficiaries</b>	# 2103	
	Women:	#	
	Girls:	#	
	Men:	#	
	Boys:	#	
<b>Project Duration (months):</b>	4	<b>Starting Date:</b> Dec 1 <sup>st</sup> , 2014	<b>Completion Date:</b> March 31 <sup>st</sup> , 2015
<b>Delay (months)</b>			
<b>Proposal Title:</b>			
<b>Funds Committed:</b>	US\$ 1,532,616	<b>% of Approved:</b>	%100
<b>Funds Disbursed:</b>	US\$ 1,532,616	<b>% of Approved:</b>	%100

**PROPOSAL – MONTHLY PROGRESS UPDATE RESULT MATRIX**

Strategic Objective to which the Proposal is contributing <sup>1</sup>					
MCA [ 7 ]	Cash incentives for workers				
Output Indicators	Geographic Focus Area	Target (as per Proposal Matrix)	Quantitative Results achieved at Month 1	Planned % Delivery Rate	Effective % Delivery Rate at Month 1
<b>Information Management</b>					
<i>% of Ebola Response Workers registered on the information management system (100%)</i>	Liberia	%100	%100 of ERWs employed by the government	100%	100%
<i>% paying organizations reporting to the information management system</i>	Liberia	%100	<i>(100%) Government only</i>	100%	100%
<b>Strengthen existing payment mechanisms</b>					
<i># of Ebola response workers reported by media as striking (</i>	Liberia	0	0	0	100%
<i>Diagnostic study completed (not yet)</i>	Liberia	<i>Initial, rapid Diagnostic Study complete and report being finalized by March 17, 2015. Full diagnostic study in procurement and bids being reviewed as of March 13, 2015.</i>			

<sup>1</sup> Proposal can only contribute to one Strategic Objective

<p><i>Recommendations made to Government and financial sector to bolster resilience</i></p>	<p>Liberia</p>	<p><i>Recommendations will be made after finalization of diagnostic Study. Meeting has been requested.</i></p>
<p><i>Monitoring system fully functional and reporting incidents of potential failure with according UNDP activity to resolve</i></p>	<p>Liberia</p>	<p><i>Monitoring System currently in procurement.</i></p>

**Qualitative achievements against outcomes and results:**

*Please, describe the achievements including documents, reports, evaluations. Please include pictures if possible*

*Section1: Results and Outcomes expected*

*Section2: Impact on Gender Results*

*Section 3: Environmental Impact Assessment in reference to the proposal*

*Section 4: Describe the conditions based on which the proposal might have change its destination (even partially)*

**Section: 1 - Expected Results**

**MCA [7 ]**

**I. Information Management**

*% of Ebola Response Workers registered on the information management system*

UNDP has worked with the MOHSW to gather lists of all routine healthcare workers to prepare hazard pay payments to all. There are a total of 8,387 routine healthcare workers listed for payment in March. While salary and allowance payments have been received by routine healthcare workers each month, this payment is backpay of hazard pay from October – December 2014. The payment was made to all banked workers the week of March 2-6, 2015. Currently, the MOHSW is updating lists of contact tracers and ERWs to pay make Jan-Feb payments to these workers at the same time they make payments to unbanked routine healthcare workers. Payments should be mostly caught up for all groups in April 2015.

**RESULTS / OUTCOMES EXPECTED AT END OF MONTH 5: ACHIEVED (FOR GOVERNMENT EMPLOYED WORKERS)**

*% paying organizations reporting to the information management system*

Currently, this is still only the government as there is a larger discussion amongst donors, other UN agencies and the Government of Liberia regarding the most appropriate information management and payroll system for the MOHSW to utilize moving forward. It must provide what they need, including capturing of biometric data, as well as be compatible with the systems of the Ministry of Finance and Civil Service Administration. This is an ongoing discussion. However, while awaiting a decision, UNVs will be deployed to every county in the country to collect data from other paying organizations to upload into a central database.

**RESULTS / OUTCOMES EXPECTED AT END OF MONTH 5: 50% ACHIEVED (GOVERNMENT EMPLOYED WORKERS A REGISTERED, NO OTHER ORGANISATIONS CONTRIBUTING TO THE INFORMATION SYSTEM)**

**Strengthen existing payment mechanism**

*# of Ebola response workers reported by media as striking*

No ERWs have been reported as striking, although there have been informal reports of workers reporting non-payment to the European Commission and Independent Human Rights Commission via letter. UNDP has followed up regarding these points with MOHSW. The UNVs being deployed to the counties will keep a log of all complaints of non-payment and support County Health Teams in verifying claims, reporting all results regularly to Monrovia UNDP and MOHSW.

**RESULTS / OUTCOMES EXPECTED AT END OF MONTH : LARGELY ACHIEVED**

*Diagnostic study completed*

Initial diagnostic completed and final report expected the week of March 16. The results of the initial diagnostic showed that a more in-depth study of the banking sector in the counties was required. The RFP was publicized and is currently with the evaluation panel for selection. It is expected to take 2.5 months.

**RESULTS / OUTCOMES EXPECTED AT END OF MONTH 7: ON-GOING**

*Recommendations made to Government and financial sector to bolster resilience*

The GoL, UN partners, donors and LNGO and INGOs are all in discussions now regarding early recovery and resilience. The GoL drafted a strategy for early recovery, which was presented at the conference in Brussels. While nothing has been confirmed, there is speculation that hazard pay will end in either April or May 2015. The international community and the GoL are discussing how to ensure that payments can be made in the future should there be any shocks and there is a consensus that current payment mechanisms remain inadequate. Multiple actors are considering support to bolster mobile money to resolve the lack of liquidity in the counties. However, UNDP's recommendations will depend on the findings from the full banking sector diagnostic, which will be available in June 2015.

**RESULTS / OUTCOMES EXPECTED AT END OF MONTH 7: SUBSTANTIAL PROGRESS BUT STILL ON-GOING**

*Monitoring system fully functional and reporting incidents of potential failure with according UNDP activity to resolve*

Terms of Reference for a call centre and SMS service for Ebola Response Workers to register feedback on their payments have been completed. UNDP has received proposals from companies to provide the service. MOHSW and MOFDP have granted approval for the service. These items remain in procurement at the end of Month 3, but are moving forward.

**RESULTS / OUTCOMES EXPECTED AT END OF MONTH 5: ADMINISTRATIVE PROGRESS, LIMITED OPERATIONAL PROGRESS.**

**III Establish an operational contingency plan**

*# payments made through operational testing and proof of concept/stress testing*

UNDP has carried out an audit on the list of employees provided by the MOHSW and is satisfied that the list was the product of poor planning (recruiting staff with financial resources to cover) rather than any impropriety. A second request has been made to support payments for these same individuals for the period of Jan-Mar 2015. The previous request was for Oct-Dec 2014

*# people paid through UNDP contingency plan (note goal is 0 since ideally the strengthening and monitoring in output II obviates the need for this contingency to be utilized)*

*% local districts with adequate cash out points for forecasted volumes*

the environment for extending the number of cash-out points is not conducive in the short-term for mobile money, and no other alternatives proved adequate, so payments continue to be made in cash with support from Ecobank. UNDP will look at the possibilities of longer-term investment to support extension of the mobile money networks and other financial systems.

**Section: 2 – Deviation of the Proposal from the Original Plan**

NA

**Section: 3 - Gender Impact**

All worker, male and female have been paid, including back pay for the last three months.

**Section: 4 - Environnemental Impact**

**NA**