



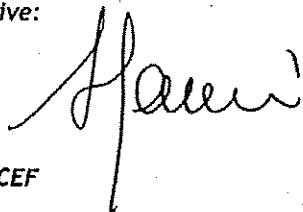
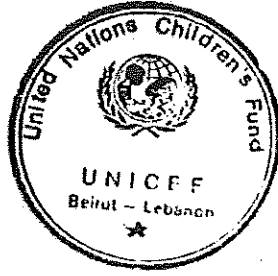
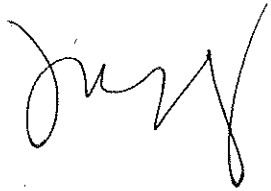


PEACEBUILDING FUND

Project Title: Empowerment of youth at risk through job creation programme in areas of tensions	Recipient UN Organizations: UNRWA - UNICEF - ILO
Project Contact: Address: UNRWA Lebanon field office / Beirut Telephone: +961 1 840490 E-mail: s.lombardo@unrwa.org	Implementing Partner(s):
Project Number: <i>To be completed by UNDP MDTF Office</i>	Project Location: Lebanon
Project Description: Empowerment of Palestine youth and job creation programme to overcome persistent and pervasive unemployment that pose an ominous threat to the stability of Lebanon.	Total Project Cost: \$ 2,002,719 Peace building Fund: \$ 2,002,719 Government Input: Other: Total: \$ 2,002,719
	Project Start Date and Duration: 18 months
Gender Marker Score : 2	
IRF Priority Area(s) and Outcomes: <i>Priority area 3: Revitalize the economy and immediate peace dividends</i> <i>IRF Outcome (13): Youth empowerment and job creation programmes incorporated in government ministries to overcome persistent and pervasive unemployment that pose an ominous threat to the stability of post-conflict societies.</i> <i>Outcome 1: Improved employability of Palestine refugees</i> <i>Outcome 2: Increased access to job and self-employment opportunities</i> <i>Outcome 3: Information gap on the labour market supply and demand concerning Palestine refugees in Lebanon addressed</i> <i>Outcome 4: Cost and feasibility of providing social protection to Palestinians in Lebanon is assessed.</i>	
Outputs and Key Activities: <p>Through the Immediate Response Facility programme, UNRWA, UNICEF and the ILO will focus on maintaining Palestine refugee youth away from violent paths and having them gainfully occupied, through selected high-impact projects, which would stabilise their socio-economic environment. The project run by UNRWA and UNICEF will involve vocational training, the establishment of a youth empowerment and job creation programme, and micro-credit facilities. In parallel, the ILO will work towards the collection and analyses of data on the Palestinian labour force. Another aspect will be the improvement of information on the demand-side of the Lebanese labour market Its implementation will be undertaken through Lebanese national partners and NGOs, in coordination and conformity with existing programmes.</p>	

PROJECT DOCUMENT COVER SHEET

(for IRF-funded projects)	
Recipient UN Organization(s) Name of Representative: Signature:   Name of Agency: UNRWA Date & Seal: 26 OCT 2011	
Recipient UN Organization(s) Name of Representative: Signature:   Name of Agency: ILO Date & Seal: 27/10/11	
Recipient UN Organization(s) Name of Representative: Signature:   Name of Agency: UNICEF Date & Seal: 26 OCT 2011	
Peace building Support Office (PBSO) Name of Representative Signature:  Date & Seal	

1. Situation Analysis

- *The Palestinian presence in Lebanon: a tumultuous history*

Lebanon is one of the most politically complex and divided countries in the Middle East, with its political context strongly linked to the Israel-Palestine conflict. Conflict and violence in Lebanon have periodically devastated the country and Palestine refugees have often been caught up in these broader local and regional dynamics. Between the late 1960s and 1982, when Yasser Arafat was expelled from Lebanon, the Palestine Liberation Organization gradually established a military presence and used Lebanon for attacks against Israel, provoking massive retaliations from the Israel Defense Forces. Many Lebanese still blame today the Palestinians for having sparked the civil war in 1975. The Sabra and Shatila massacre (1982) as well as the “war of the camps” (1985-1987) are grim examples of this tumultuous history between Lebanon and the Palestine refugee communities.

- *A marginalization of Palestine refugees putting the stability of Lebanon at stake*

Decades of strife contributed to a substantial deterioration in Lebanese-Palestinian relations. Concurrently, there is a wide consensus across the Lebanese political spectrum of the need to avoid “Tawteen”, i.e. permanent resettlement of Palestinians in Lebanon.

The Lebanese government’s policy towards the Palestinian refugee population remains very sensitive. Considered as foreigners, Palestine refugees have for decades been deprived of their socio-economic, civil and basic human rights. Despite the recent amendments to the Labour Law and Social security Law (approved by the Parliament on 17 August 2010), they are still barred from owning property or practicing in more than thirty professions, among which are all liberal professions. Only 37%¹ of the working age population is employed and those with a job are often in precarious employment. The 2010 UNRWA/AUB Socio-Economic survey shows that two thirds of Palestine refugees are below the poverty line, which is twice as much as Lebanese.

While Lebanon has moved along a path of economic recovery since the end of the civil war, the situation in the Palestine refugee camps have moved in the opposite direction: one of the cumulative decline. This, together with the continued presence of arms has left them exposed to increasing risks of instability. Palestine refugee youth in particular are left without any prospect for a better future. They are frustrated, feel disillusioned and see no purpose in continuing their education in the absence of opportunities to work afterwards. This triggers further tensions and constitutes fertile grounds for political mobilization.

The Palestinian question in Lebanon is not simply a pressing humanitarian concern, but also has important security implications². As mentioned in a recent report issued by the International Crisis Group, Palestine refugees represent a “time bomb”: “Lebanese do not want them to be assimilated in their country; Israel will not allow them to return; they are well-armed, socially marginalized and economically disenfranchised; and they could well be mobilized by opponents of an eventual peace deal to undermine it”.³

- *Recent examples of destabilization and risks of renewed instability*

- The conflict in Nahr el-Bared camp in 2007 provided a grim reminder of the inextricable link between the stability of Palestine refugee camps and the stability of Lebanon as a whole. At the time of writing, the instability in Lebanon remains high with the recent killing of 11 Palestinians on “Nakba Day” on 15 May 2011 in Maroun Ar Ras (South Lebanon) by Israeli forces.

1 Chaaban, J., Ghattas, H., Habib, R., Hanafi, S., Sahyoun, N., Salti, N., Seyfert, K., Naamani, N. (2010), “Socio-Economic Survey of Palestinian Refugees in Lebanon”, Report published by the American University of Beirut (AUB) and UNRWA

2 “Building a better relationship”, Rex Brynen, McGill University, prepared for the International Development Research Centre, 15 June 2009

3 “Nurturing instability: Lebanon’s Palestinian refugee camps”, Middle East Report N°84 - 19 February 2009, International Crisis Group

- The attack against the United Nations Interim Force in Lebanon (UNIFIL) on 27 May 2011 is another sign of growing instability. Several Lebanese newspapers linked the bombing to Islamic militant groups based in Palestine refugee camps⁴, and reported that five people, including three Lebanese and two Palestinians were arrested⁵.

- In September 2011, at the United Nations General Assembly, the Palestinian Authorities will request international recognition of the State of Palestine on the 1967 borders, and that this state is admitted as a full member of the United Nations. Tensions are expected to rise again in the coming months as international discussions intensify over the Palestinian state issue.

2. Project justification

This project falls under the PBF outcome "Revitalize the economy and immediate peace dividends". Employment schemes and economic growth provide a 'peace dividend' which deters the population from engaging in conflict⁶. It falls into the Priority Plan's second priority, i.e. Areas of Tension". The Palestinian camps have indeed been identified as areas suffering from chronic instability, with a high potential of further deterioration.

2.1 Employment generation as a way to build trust between the two communities and consolidate peace

Contrary to the assumption that peace building must precede development, "economic development is complementary to the political and security elements of peace building".⁷ Globally, the link between job creation and peace building has been affirmed by the UN Secretary General's approval of the 'UN Policy for Post Conflict Employment Creation, Income Generation and Reintegration' (2008) and more recently by the ILO's 2010 Guidelines on Local Economic Recovery in Post-Conflict (UN 2009, ILO 2010)⁸. Finally a new sub-target for the first Millennium Development Goal, which focuses on youth unemployment, was agreed in 2007⁹.

The project encompasses a dual peace building dynamic: a peace building dynamic within the refugee community living in the camps, and a second one between the camps and the host economy.

- In camps, generating employment for Palestine refugees would enable the creation of livelihood opportunities, thereby alleviating the negative effects of marginalization. Also, employment can reduce social unrest among marginalized groups, which prepares the ground for peace consolidation. Indeed the project will target those youth which are most exposed to the risk of violence or radicalization.

- Then, placement and referral of Palestinian job seekers to training (in Lebanese and/or Palestinians centres) and employment can prove to be a useful tool to build trust between the Lebanese and Palestinian communities. Palestinians youth will be placed in apprenticeships and on-the-job trainings in Lebanese companies. They will be coached and trained by their Lebanese employers and will be in contact with Lebanese colleagues. Lastly, the Employment Services Centres (ESCs) managed by UNRWA are not exclusively aimed at Palestinians, but can also prove

⁴ Daily Star "Just the beginning of attacks against UNIFIL?", 30 May 2011

⁵ Now Lebanon, "Security meeting held in Saida to discuss UNIFIL attack, 30 May 2011
www.nowlebanon.com/NewsArticleDetails.aspx?ID=276402

⁶ Employment creation is envisaged as a way to provide alternatives for political enrolment, mobilization and fighting for youth (an opportunity perspective), along with the reduction of inequalities and the improvement of inter-group relations (a grievance perspective).

⁷ Houghton, Jonathan, 1998, The Reconstruction of War-torn economies. Washington, DC: USAID

⁸ Olivier Walton, 2000, Youth, armed violence and job creation programmes, A Rapid Mapping Study, Norwegian Peace building centre, Governance and Social Development Resources Centre.

⁹ Youth employment is an integral part of the Millennium Declaration, both as an important target in its own right in the MDGs, and a key contribution to meeting other MDGs.

instrumental to Lebanese people, who can learn about available vacancies and be referred to employment through the centres.

The project will favor an increased interaction between the two communities, enabling them to identify common grounds and understand each other's perspectives. Ultimately, it will contribute to reduce the existing animosity between the two communities.

2.2 Target groups: Palestinian youth in areas of tension

The jobless or underemployed, especially the youth¹⁰, are easy to recruit as the perpetrators of renewed violence. For that reason, addressing youth unemployment is considered as an urgent priority, both in the field of peacebuilding and in efforts to foster economic development.

This project targets Palestine refugee youth living in areas of tensions and that are at risk of political mobilization. Youth represents the majority of the Palestine refugee population: according to the UNRWA / AUB survey, **half of the population is younger than 25 year-old and 22 % of refugees belong to the 15-24¹¹ age category (48% female, 52% male).**

It is often argued that high proportion of young people in the total population - usually referred to as "youth bulges" - leads to increasing insecurity and makes fragile states especially prone to conflict¹². The threshold for youth bulges is generally set at 20% of young people in the overall population. When a fragile state is already overwhelmed by social, economic, environmental and policy strains - as Lebanon currently is - the chances for degeneration into conflict and civil unrest are even greater¹³.

In a context of deprivation and lack of social and economic equity, the **high proportion of youth may turn young people into a source of instability**. Indeed, if young people are left with no alternatives but unemployment and poverty, they are increasingly likely to join an armed group as an alternative way of generating income.

In Lebanon, joining organizations or movements involved in violence remains an attractive option for many youth whose education and employment prospects are discouraged by many restrictions. **Young Palestinians are widely affected by joblessness and underemployment, with 57% of those aged between 15 to 24¹⁴ being jobless**. They lack of faith in the future, and therefore do not see the value of enrolling in education: 8% of those between 7 and 15 years old were not at school in 2010, while only 50% of those between 16 and 18 were not enrolled in secondary school. Given the restrictions in access to work, they are often at risk of becoming trapped in dangerous, insecure and low paying activities in the informal economy, rendering them even more vulnerable.

Literature shows that most youth facing deprivation, poverty and frustration resort to violence in the presence of factors such as the availability of weapons, ideology, leadership factors, and trigger events. Also, while high enrollment rates at all levels of education are expected to be associated with a reduced risk of conflict¹⁵, strong correlation exists between lack of schooling and

10 The UN's definition of youth, which refers to persons between the ages of 15 and 24 years old, will be adopted in this proposal; it represents the transition age from childhood to adulthood. Their independence is materialized financially by their access to the labor market and their ability to produce wealth, generate income and assets. Socially, youth is also a period when women and men develop their personality outside their families.

11 The UN's definition of youth, which refers to persons between the ages of 15 and 24 years old, will be adopted in this proposal; it represents the transition age from childhood to adulthood. Their independence is materialized financially by their access to the labor market and their ability to produce wealth, generate income and assets. Socially, youth is also a period when women and men develop their personality outside their families.

12 Samuel Huntington, quoted in "Youth and Violent Conflicts", UNDP, Bureau for Conflict Prevention and Recovery, 2006

13 Hendrixson, Anne, 2003, The Youth bulge.

14 Figures for other age groups are 49,24% (25-34); 53,84% (25-34); 53,84% (35-44); 49,02% (45-54); 46,39% (55-56), in Chaaban, J (opus cit).

15 Urdal, Henrik, A clash of Generation? Youth Bulges and Political Violence, Centre for the Study of civil war, The International Peace Research Institute, Oslo, 2006.) page 612.

low alternative income opportunities as important reasons for joining an armed group¹⁶. Palestine refugee youth are clearly at risk of political enrollment. A 2009 assessment on protection¹⁷ issued by the Danish Refugee Council shows that some of the youth from Ein el-Hilweh camp, particularly those who are not employed, reported being approached by the factions, encouraging them to join their ranks in return for privileges and a monthly salary.

This Peace-building intervention will therefore target the **Palestine refugee youth between 15 and 24 affected by joblessness, underemployment and with low education levels**. Specifically, priority for improved employability will be given to youth who are not enrolled in any education system, who lack basic literacy skills, who dropped out from schools without any degree, certificate or chance to access vocational training centre and who are working in the informal sector without protection. Enrollment in short-term vocational skill trainings, apprenticeships and on-the-job training schemes will increase their chance to access the Labour market. Also, educated Palestinian youths who have a Vocational Training diploma, obtained their baccalaureate, or graduated from Universities will benefit from placement services offered by Employment services Centres (ESCs) and also from self-employment pilot programmes.

Although young men who are more likely to become violence perpetrators will be specifically targeted, the participation of women and girls will be encouraged. In the Palestine refugee community there is an unequal decision-making power between women and men. Besides culturally bound gender discriminations, Palestinian women's lack of control over financial resources affects their participation in decision making in the household. Through the IRF, 30% of job seekers benefiting from ESC's services will be women. Likewise, the apprenticeship and on-the-job trainings interventions will target 20% of female beneficiaries. Finally, under the IRF, UNRWA's pilot programme on self-employment and access to Micro-credit will also target women "home workers". These interventions will provide opportunities for women to access meaningful jobs opportunities. Successful placements in the labor market of women and girls will generate income. An expected spill over effect is the perception in the Palestinian community of women as economic agents. This positions women to become more influential within the community, with a potential to lead by example and affect the decisions of the household and of the youth within the family. This economic empowerment will have a direct impact on 'Practical gender needs' and a side effect on 'Strategic gender needs' (i.e. on gender division of labor and power relations at household level). Another product of the project is the improved access to information for both women and men on their rights with regards to the labor market, which will also empower women (increased access to information on legal rights).

The IRF interventions will be implemented in two "areas of tension":

1) South Lebanon

The southern areas of Lebanon are particularly at risk of instability, given the high incidence of poverty in Saida and Tyre, counting more than 81% of all extremely poor refugees. In addition, Saida and Tyre gather 59% (accounting for 16369 and 16226 beneficiaries respectively) of the targeted group, i.e. youth aged between 15 and 24.

The security situation in Ein el-Hilweh camp in Saida, enclosing 9046 beneficiaries (which is the most populated camp in Lebanon), or Burj el-Shemali in the South, enclosing 3046

¹⁶ Brett Rachel, and Irma Specht, 2004, *Young soldiers: Why they choose to fight*, Boulder: Lynne Rienner; in Urdal, Henrik, *A clash of Generation? Youth Bulges and Political Violence*, Centre for the Study of civil war, The International Peace Research Institute, Oslo, 2006, p. 610).

¹⁷ "Community Perspectives on Protection", Danish Refugee Council, October 2009

beneficiaries, has become particularly volatile, as shown by the high recurrence of security incidents in those camps in late 2010/early 2011. Ein el-Hilweh is also known for sheltering some radical groups that have a violent and military conception of Islam, and which are actively recruiting among the youth.

Distribution of beneficiaries in South Lebanon by areas, camps and gatherings

		Frequency	Percentage
Saida	Ain el Helweh Camp	9046	55.3
	DallaŌa, Hay Zuhour, Dakerman, Haj Hafez & Hay Njasa	2390	14.6
	Taameer & Villat	1552	9.5
	Wadi Zeineh	1408	8.6
	Old Saida Town	879	5.4
	Mia Mia Camp	703	4.3
	Al Barrad	391	2.4
	Total	16369	100.0
Tyre	Rashidiyeh Camp	6649	41.0
	Burj el Shemali Camp	3074	18.9
	Burj el Shemali surr., Masaken, Machouk	1936	11.9
	Buss Camp	1881	11.6
	Chabriha	1043	6.4
	Qasmiyeh	1012	6.2
	Jal el Bahr	631	3.9
	Total	16226	100.0

2) North Lebanon

North Lebanon is also considered as a sensitive area, enclosing 10152 beneficiaries. Following the conflict between the radical group Fateh al-Islam, and the Lebanese Armed Forces in 2007 - which was the most serious case of internal fighting in Lebanon since the end of the Civil War in 1990- , the camp was completely destroyed. The resultant displacement of over 26,000 Palestine refugees from the camp and its adjacent areas created a humanitarian crisis, the effects of which are still being felt four years on.

The displaced and returning families to NBC adjacent areas have lost everything they have built and worked for over the last 60 years - their homes, personal and household belongings and means of livelihood. The surge of refugees to the surrounding areas of the camp resulted in homelessness and overcrowded temporary living conditions. The socio-economic impact of the crisis has been overwhelmingly negative. Unemployment immediately following the crisis rose amongst males from 25% to 79% and females 45% to 79% (ILO/UNRWA, 2007). The persistence of access restrictions from the Lebanese Armed Forces has significantly hampered the recovery of the camp until now.

2.3 Objectives

Principal objective

With the high prevalence of poverty in Palestine refugee camps in North and South Lebanon, and the frustration caused by the restrictions imposed on Palestinians, Lebanon can be considered as highly vulnerable to a relapse of conflict. The potential for tension spilling into and out of the camps is rising, posing a risk to the stability and security of Lebanon but also to the Middle-East region as a whole.

The goal of the UNRWA, ILO and UNICEF cooperation on Palestine refugee employment is to mitigate the risk of violent conflict through promotion of socio-economic development and peace building.

The present project promotes both dialogue and improved interactions between Palestine refugees and the Lebanese community. By encouraging the transition from joblessness to long-term employment, the project will enable Palestine refugee to gain decent livelihoods and become self-reliant. "Achieving decent work for young people is a critical element in poverty eradication and sustainable development, growth and welfare for all"¹⁸.

Specific objectives

- Conflict resolution dialogue

The two first components of this project aim at empowering youth through the provision of skills training and a comprehensive job creation programme. Through the socio-economic inclusion of Palestine refugees, it is hoped that the tensions between the Lebanese and the Palestinian communities will be reduced and the mutual grievance reduced. Conflict management will be included in the training curriculum. We envision VTC's in which every student demonstrates human rights knowledge, values, attitudes, and skills which impel him/her to maintain an environment of democracy and participation, gender equality, and respect for human rights. For this end, vocational training centers should include in their curricula the study of human rights ; however, given the nature of the training environment and the tight programs, it is recommended to follow the below strategy:

Design founding courses to be given for all specialization (10 hrs to cover as an introduction to human rights concepts) this can be delivered by teachers of English language. Or incorporate it with the counselor's program where he had regular meeting hours with students.

Electing student parliament (this is going to be a forum for students to promote democracy and participation; it also can deal with issues and can be empowered to deal with conflicts that arise in the center or help in maintaining disciplines in the centers)

- Fostering an enabling political environment

The third and fourth components are more policy-oriented, whilst aiming at improving information on the Lebanese labour market, and assess the policy options for providing social protection to Palestinians in Lebanon¹⁹.

¹⁸ "Resolution concerning youth employment", adopted at the International Labour Conference, 93rd session, Geneva, 2005, Paragraph 2.

¹⁹ The 17 of August 2010, the Lebanese parliament approved several amendments related to the labour and social security laws. It presents several positive outcomes, notably the lifting of the reciprocity injunction and the legislative removal of obstacles for registered Palestinian refugees to obtain work permits. Equally importantly, registered refugees will be able to receive end of service benefits through the Lebanese Social Security fund to which employers are contributing on their behalf.

2.4 Critical gaps addressed by the IRF project and its catalytic effects

First, the IRF project addresses a geographical funding gap. In the North of Lebanon a “Conflict Prevention and Peace Building in North Lebanon” in the form of a Millennium Development Goal three-year joint programme involving UNRWA, the ILO, UNDP, UNFPA, UNICEF and UNESCO started in 2009. The project aims at mitigating the risk of relapse into violent conflict through the promotion of socio-economic development and peace building in sensitive communities in the North. Under this component, UNRWA has provided dialogue-based training for the popular committees - the representative body for all camp inhabitants - but the Agency has not carried out any specific employment interventions to promote conflict resolution dialogue between the Palestinian and Lebanese communities. Consequently, the IRF programme would address this gap in the North of Lebanon by connecting Palestinian youth at risk more closely with Lebanese employers through the job creation programme. In the meantime, the Agency has been able to secure funds from the Swiss Development Cooperation (SDC) for a two-year employment project in the South of Lebanon.

At present no specific interventions address the needs of the 15-24 year-olds which is an age group at risk of political enrollment and mobilization²⁰. While UNRWA funds its two vocational training centres in Lebanon, the agency is unable to provide further funding for those individuals who do not have the required skills to enter its vocational training centres. Additionally, given the financial difficulties faced by UNRWA, it is increasingly problematic for the Agency to improve the quality of teaching methodology, or to upgrade the centre’s equipment. This impacts negatively on the capacity of UNRWA to improve the employability of the Palestine youth vis-à-vis the Lebanese labour market needs. The IRF would address this gap. In addition, the project would also secure funds for apprenticeships and on-the-job training initiatives that have proved successful but which UNRWA has not been able to foster in the North until now, due to the lack of funding.

In the past, by supporting Community-based-organizations and NGOs, UNICEF has been working in with the most marginalized Palestine refugee children and youth at a small-scale level without providing them the opportunity to participate in vocational training courses or employment schemes. Through psychosocial support, alternative learning system and peer support networks, the project will reach out to the most marginalized children and youth and will create links and prospects for them to engage in quality vocational training and employment schemes.

Lastly, UNRWA has identified a need to support those among the Palestine refugee population who want to become self-entrepreneurs. This component of the UNRWA Employment framework has not received any funding yet. It needs to be reviewed to improve its effectiveness and targeting. The IRF project will support the Agency in piloting the reform, by implementing a market-based system strategy for the support of self-employment. Self employment interventions will enable the creation of livelihood opportunities and decreased risk of joining violent organizations, which also contribute to peace consolidation.

Globally the IRF programme on Palestine refugee employment will enable UNRWA, UNICEF and the ILO to empower and complement their interventions in this domain as well as to promote conflict resolution between the Palestinian and the Lebanese communities. Likewise, the institutional capacities of NGO networks in Palestine refugee camps will be strengthened to enable them to provide adequate and quality services to the youth. Another catalytic effect of this IRF programme will be its capacity building component with the Lebanese authorities.

²⁰ The UN’s definition of youth, which refers to persons between the ages of 15 and 24 years old, will be adopted in this proposal; it represents the transition age from childhood to adulthood. Their independence is materialized financially by their access to the labour market and their ability to produce wealth, generate income and assets. Socially, youth is also a period when women and men develop their personality outside their families

Outcome 1: Improving the employability of marginalized Palestine refugees at risks

- Acquisition of technical and marketable skills through the provision of vocational training courses

The 2010 UNRWA/AUB socio-economic survey illustrated that education can help secure more and better jobs for refugees. A refugee with a vocational or university degree is more likely to be employed than one holding a Brevet (official diploma qualifying entry into secondary) or lower. However, access to higher education is often too expensive for the refugee community. To offer opportunities to Palestinians for successful and gainful employment, **UNRWA and UNICEF plan to provide skills needed to find a job, largely through vocational education.** The overall objective is to enhance the employability of youth through the reinforcement of their skills, particularly for those youth which are the most exposed to the risk of violence and radicalization in the South and the North of Lebanon.

Currently UNRWA has two vocational training centres (VTC) in Lebanon, approximately 1,100 trainees, which can be accessed from the Brevet diploma (9th grade) or the secondary diploma (BACC II 12th grade). In order to improve the quality of training offered to Palestine refugees and improve their chances to secure employment, skill training courses and trade-courses will be provided through this project. Palestine youth who have dropped out of school before secondary level and have no qualifications will be offered the opportunity to learn an employable skill through a fast-track process, via short-term vocational training courses and trade-courses. This training component will support Palestine refugee youth who do not see the value of enrolling in school, and who dropped out from school without any degree or qualifications. As a result, short-term vocational training courses and trade courses will target boys from the age of 15 who are currently working in low paid and low quality occupation, and/or who join organizations or movements involved in violence.

- Improvements to UNRWA's Vocational Training Centre

The lack of accreditation of the UNRWA's Vocational training certificates from the Lebanese ministry of Education is one of the major obstacles for VTC graduates, and hinders their ability to find a job. Although the process of accrediting the centre is expected to take two years, **UNRWA aims at improving the quality of its Vocational Training Centre** by revising the course syllabus to bring it into line with Lebanese standards, as well as the provision of up-to-date equipment and software. At the same time the teaching methodology will be improved through capacity building to instructors. These improvements will prepare the ground for the accreditation of the VTC, which is the most viable and cost-effective option in the future in terms of educational opportunities for Palestine refugees. These improvements will enhance the employability prospects of high proportion of unqualified and/or unemployed youth who may turn into a source of instability in areas of tensions.

- Support to Palestine marginalized adolescents and youth

Dropout rates among Palestinian students are exceptionally high. While a large percentage of seven-year-olds are enrolled in schools, by the age of 16, almost half of Palestinian refugees have dropped out of school. A number of Palestinian students drop out of UNRWA schools primarily because of the lack of educational support in their homes, and their desire to work in order to increase the income of their poverty-stricken families.

According to a UNICEF survey²¹, the life and working conditions of children and youth are precarious because they are engaged in under qualified jobs. Findings reveal that the average age of child labour is 13.6 years, while 66.8% of working children work for six or seven days a week,

21 UNICEF survey on child labour in Palestinian refugee camps and gatherings in Lebanon, 2009
UNRWA-ILO-UNICEF | October 2011
10/31
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with an average of 8.5 hours/day. At least 50% of them face at least one difficult or hazardous working condition (work near machinery or next to flammable or explosive materials).

With this project, UNICEF will work to meet the protection, counseling, education, and vocational training needs of boys and girls who are out-of-school, working and dropout Palestine adolescent and youth (i.e. aged 14 year-old and above). 100 Youth will benefit from literacy courses provided by partner NGOs and equal opportunities will be provided to Palestinian boys and girls, with girls being particularly encouraged. A network of NGOs providing psychosocial support and encouraging peer-to-peer initiatives to outreach to out of school / working children will also be supported. These NGOs, including the General Union of Palestinian Women, will be involved in the identification of children at risks of being mobilized by armed groups. Indeed, it is key to encourage them to return to school and to provide them with support that will prepare them for better jobs. This component of the IRF intervention will address both the peacebuilding and the economic empowerment of youth at risks.

Outcome 2: Increasing access to job and self-employment opportunities to Palestine youth in areas of tension

- Empowerment of employment services provided to Palestine refugees in Lebanon

The Employment services centres will be the main tools for the placement and referral of Palestine refugee jobseekers to the labour market. The IRF job creation programme will be mostly implemented through these innovative structures that were recently established in Lebanon.

In 2009, following the Nahr el-Bared Camp (NBC) conflict, two Emergency Employment Services Centre (EESC) opened in the North as a joint strategic partnership with ILO in a post-conflict context. In addition to enhancing skills of Palestine refugees and providing job placement services, the EESC have worked to increase the awareness on the rights of Palestinian workers as well as the duties of the Lebanese employers. The rationale of the prevention of further livelihood degradation is to prevent the escalation of the inter communities tension. This eventually contributed to improving the work conditions and reducing the existing tension between the two communities. In the post-conflict environment of the North, the placement of Palestinians in Lebanese companies through job-creation programmes has been contributing to the peace construction and consolidation between the Palestinian and Lebanese communities.

Since the establishment of the Employment services centres till June 2011, the Nahr el Bared EESC has registered 2,448 job seekers of which 3,346 were referred to job opportunities (number of jobseekers referred exceed that registered because each jobseeker can be referred to several job opportunities in the labour market), 369 were referred to training. The centre has placed 840 jobseekers in employment (mainly in the reconstruction of the refugee camp) and 498 in training centres. Bedawi centre has registered 969 job seekers of which 1,498 were referred to job opportunities; 125 jobseekers found a job and 346 have been placed in training centres. Finally 898 jobseekers were registered by Saida Employment services centres out of which 70 were placed in employment.

After the positive results of the two ESC implemented in the North at the beginning of 2009, both in terms of socio-economic improvement and peace building dividends; another centre opened in Saida in 2010, and UNRWA and the ILO were able to secure funds for the empowerment of Saida centre and the opening of the ESC in Tyre in the second quarter of 2011.

The IRF will mostly support the ESCs in the North. In addition to the coordination of training opportunities, recruitment, orientation and other related activities, the centre will refer Palestine jobseekers to training and employment opportunities in the Lebanese labour market. It is expected that placement and referral of Palestinian job seekers to training and employment will contribute to conflict resolution and dialogue between the Palestine refugee and the Lebanese

community. Through the IRF, another aspect of the ESCs will be empowered to be able to facilitate linkages to Small & Medium Enterprises (SME) revival or establishment schemes.

With the IRF, approximately 450 jobseekers will be registered and approximately 100 will be placed by Nahr-el Bared and Bedawi camp ESCs. It is expected to register 25 jobseekers per month. In the meantime, the ESCs are expected to continue to provide a wide range of employment services to 2,448 and 969 job seekers respectively in Nahr el Bared and Bedawi centres. Since Bedawi ESC will operate with one Counseling and Outreach officer, it is not expected to increase sharply the number of registered jobseekers in this centre.

- Better integration of Palestine youth graduates to the labour market through apprenticeship and on-the-job training schemes

Apprenticeship is a practical training whereby Palestine refugee youth aged from 16 to 25 year old will be placed in Lebanese enterprises to gain working experience. All trainees will be working for and supporting the employer and thus are paid a monthly stipend by the project to sustain their personal expenses (150US\$). Palestinians youth will be placed in apprenticeships and on-the-job trainings in Lebanese companies; they will be tutored and trained by Lebanese employers and will be interacting with Lebanese colleagues at the workplace. Hence these active labour programmes will contribute to peacebuilding dynamics between refugees and the Lebanese community.

Concurrently, those refugees with very little or no skills will be referred to on-the-job training (with no limitation of age). UNRWA will explore opportunities for women. Through the IRF, 100 beneficiaries will be enrolled in apprenticeships out of which 20 will be women.

These employment schemes will be implemented through UNRWA Employment Services Centres that are present in the North, Saida and Tyre areas. They will identify and select Lebanese employers interested in providing these types of trainings, upon their ability and acceptance to receive Palestinians apprentices and trainees, their good reputation in their business and within their areas, their proximity to the refugee camps and their willingness to abide to contractual arrangements with UNRWA.

- Support to Palestine refugees who want to set up their own businesses

In addition to the need to increase access to job opportunities of Palestinians through sustained efforts towards the professional insertion of youth; UNRWA has identified a need to support those among the Palestine refugee population who want to become self-entrepreneurs. The IRF project will support the agency in implementing a pilot programme for the support of self-employment.

Considering the legal restrictions in access to the Lebanese labour market; **self-employment is particularly appropriate for Palestine refugees in Lebanon**. Micro enterprises creation provides the potential to traditionally disadvantaged groups to gain access to better life conditions to become self-reliant. Under the IRF, UNRWA pilot programme will focus on those who can take economic initiatives like the youth²² and women "home workers".

Many women have been left without the cultural support or personal skills to take on increased responsibilities. Not only should they participate to job projects, but also particular attention should be given to creating sustainable employment opportunities for them. Strengthening women's financial base and economic contribution to their families and communities is an important means of empowering them. Offering loans to women enhances their participation in

²² One target group could be the UNRWA VTC Siblin graduated. Since 2005, 2,700 students graduated from courses like business administration (149 graduated) and business office management (147 graduated) or more practical courses like hairdressing (114 graduated) and computer (166 graduated). They could suit with a desire to becoming business owner.

household affairs, improves their self-confidence and decision-making, provides mechanisms for their increased involvement in the community, and makes them more aware of their rights.

In addition to startup funding for implementing organizations²³, UNRWA will provide technical assistance to micro enterprise, including support to the self-entrepreneur in the form of tutoring, networking, and marketing support.

UNICEF will implement a programme on micro-credit schemes to support special hardship families with a particular focus on women and youth. Micro-economic opportunities for women, special Palestinian hardship families and young Palestinian men and women will be provided for more sustainable employment opportunities through NGO networks. The coverage and mechanisms for existing revolving loan schemes currently supported by UNICEF will be improved and expanded. Guidelines will be established to ensure that the small loan obtained is used in accordance with the identified livelihood venture and regularly monitored for success and timely re-payments. Youth will be trained on business and entrepreneurial skills, funds management, and accounting.

Outcome 3: Addressing the information gap on the labour market supply & demand in Lebanon

On the Labour market supply side, data on Palestinian labour force is scarce and does not allow for evidence-based policy making that could contribute to improving the living conditions of Palestine refugees in the country. This component aims at supporting the implementation of a Palestinian labour force survey in Lebanon. The labour force survey will be implemented over a period of eight months, starting July 2011 with the execution of the pilot survey covering 100 households in five Palestinian camps. Building on the results of the pilot survey, the field work and data collection exercise will resume operation in mid-September, with the final report expected to be released in the first quarter of 2012. As a result of this survey, a database on Palestinian employment in Lebanon will be developed to provide decision makers and important stakeholders with reliable data. Through the IRF project, ILO will develop mechanisms to ensure and monitor the quality of data collected. Mechanisms will be established to respond to any ad-hoc problems.

From the labour market demand side, Lebanon's economy has seen considerable growth of GDP in the past four years especially in the construction sector, the hospitality industry and the banking sector. In the absence of an overall labour market information system, the available data on the labour market only provides a snapshot on a specific sector. In order to address this gap, the ILO will collect and analyze labour market information at local level in collaboration with existing labour market information units at various government institutions, universities and research institutions. NGOs specialized in this area; employers and workers organizations will also be involved.

This study will focus on the South of Lebanon and it will identify the labour market demand gaps perceived by employers. This labour market survey will help in the design of the training and the placement strategy of the employment services centres since they aim at identifying potential for placement of Palestine refugees in the labour market. The preparation of the study and its subsequent implementation will start as soon as funding is received.

Through the activities related to Outcome 3, synergies will be built with UNRWA interventions. Indeed, data on the Lebanese labour market demand and supply will be a useful and reliable source of information for the interventions towards an improved employability of Palestinians job seekers (Outcome 1). It will help adjusting VTC and short-term training courses according to the Labour market needs, and should guarantee the good quality of placements of apprentices and

²³ In order to create a challenging business environment and stimulate the competition between the appliers for the programme, UNRWA will sponsor 20 financial gratifications of 500 \$ as awards for the Palestine entrepreneurs who present the best business plan.

trainees in relevant sectors and industries. The same applies to the placement of job seekers in the labour market (Outcome 2). Moreover, the IRF project will benefit the "UNRWA-ILO project on Employment Services for Palestine refugees in South Lebanon", funded by the Swiss Agency for Development and Cooperation, Saida and Tyre ESCs will be involved in the labour market assessment and will benefit from the labour market supply and demand gender-disaggregated data.

Outcome 4: Assess the policy options for providing social protection to Palestine refugees in Lebanon

Before the August 17 Amendment, employed Palestinians had no right to social security. Lebanese law accords certain rights to foreigners on the basis of reciprocity, subject to mutual access to those rights by Lebanese in the country of the foreigner. This effectively excludes stateless Palestinian refugees from the enjoyment of many of the most fundamental rights. With the August 17 Amendments, Palestinians are expected to benefit from the end-of-service indemnities from the National Social Security Fund; however, social security remains excluded from the reform.

The lack of social security for Palestine refugees in Lebanon enhances feelings of exclusion and segregation among refugees, reinforcing risks of tensions. In the absence of reliable and accurate information related to Palestine refugee employment and social protection, discussions on Palestine refugee rights to social protection are often guided by misconceptions and subject to political exploitation. The ILO mandate calls for the right to decent work whereby social security should be provided to refugees without condition of reciprocity.

In order to advocate and support for legislative and policy changes towards increased social protection for Palestine refugees, ILO will conduct a study on policy options for social protection. This study will be carried out according to ILO's standards and a number of workshops will be organized to debate the suggested policy options on all aspects of social security (pension, employment injury, health, maternity etc).

These components (Outcomes 3 and 4) will be implemented in close collaboration with the Lebanese Palestinian Dialogue Committee (LPDC) that will be the governmental body acting as the main partners of UNRWA and the ILO. Since advocacy for right to work of Palestine refugees in Lebanon is one of the four pillars of the LPDC agenda, the LPDC will contribute to IRF objectives towards improving the employability and working conditions of Palestine refugees in Lebanon.

3. Logical Framework (including implementation strategy)

3.1) Project' sustainability

The improved access to employment for Palestine refugees is one of UNRWA's key strategic objectives in Lebanon, and this is in the hope that employment services offered to refugees will be institutionalized as an UNRWA service in Lebanon.

UNRWA's employment strategy is threefold and includes the following components:

1. Enhanced provision of vocational skills to unskilled and low skilled Palestinians
2. Increased provision of placement and referral services to the Lebanese job market through the recently-established Employment services
3. Increased advocacy efforts at policy-level to promote access of Palestinians to a better legal status.

At present, UNRWA is implementing several concurrent initiatives as part of this strategy:

- UNRWA provides Vocational Training in two separate locations, in the North, through a specific project, and in the South, through its regular programme.

- Through donor support, the Agency has also recently launched an initiative to facilitate access to short-term courses for Palestine refugee youth for those whose training needs are not addressed by UNRWA.
- Finally, UNRWA and the ILO are soon to launch an operation aiming at strengthening and empowering the Employment Services offered to the refugees in the areas of tensions (North and South of Lebanon). In order to ensure the sustainability of this initiative after its completion, the agency is building the capacity of Employment offices, and is reinforcing NGOs capacities to provide quality skills trainings to low-skilled.

While UNRWA and ILO increased their efforts in the past two years to address issues of joblessness, underemployment and restrictions faced by Palestine in their rights to work, the scope of their current interventions remain limited and much remains to be done in order to fully address the issue of the employability of Palestine refugees. Therefore, the IRF project will be the first comprehensive attempt to tackle this issue. It will build on past initiatives and will enable UN Agencies to make a substantial difference in the lives of Palestine refugees.

Lastly, capacities of key partners NGOs and of the Lebanese Ministries will be built to implement job creation programme for the former, and create an enabling environment and adequate institutions for the delivery of work permits to Palestine refugees.

Lastly, UNICEF's work through partner NGOs will ensure the sustainability of their activities. UNICEF has a longstanding partnership with a network of NGOs. The main partners include: the Palestinian Red Crescent Society, the General Union of Palestinian Women, Child and Youth Centers associated with NGOs and camp popular committees

3.2) Logical framework Part 1 (Strategic Level):

Objectives	Measurable indicators/Targets	Means of verification	Important assumptions
IRF Priority Area Revitalize the economy and immediate peace dividends			<ul style="list-style-type: none"> - New Government of Lebanon is created and has the means to operate - Security situation in the country remain stable, allowing movements within the whole country. - Lebanese authorities support the approval of an implementation decree of the 17 August amendment of the article no. 59 of the Labour Law and the article no. 9 of the Social security law, pertaining to the employment of Palestine refugees in Lebanon.

OUTCOME 1: Improved employability of Palestinian refugees	Percentage of graduates working in a job in relation to their studies.	M&E Quarterly reports Annual reports	
Outputs 1.1: Palestine refugees gain technical and marketable skills through the provision of skill training courses	1. 100 young adults with no qualifications graduate from short skill trainings courses. 2. 300 youth graduate from trade courses delivered by North training centre	UNRWA Quarterly reports M&E Monthly reports	
Output 1.2: Palestine youth are better integrated to the labour market through improved VTC curricula, improved teaching methodology, and better equipments.	1. 100% of UNRWA VTC instructors trained on updated teaching methods. 2. 100% of UNRWA VTC curricula updated as per the labour market requirements 3. 80% of the curricula is taught in UNRWA VTC with modern equipments	UNRWA Quarterly reports M&E Monthly reports	
Output 1.3: Prospects for marginalized adolescents and youth enrollment in quality vocational training and employment schemes increased	1. 100 Palestine of youth benefiting of literacy courses (of which 30% are girls and 70% are boys). 2. 7 community services centres provide support to out-of-school and working children	UNICEF Monthly & Quarterly reports M&E Monthly reports	
OUTCOME 2: Increased access to job and self-employment opportunities	Percentage of Palestine refugees registered in ESC placed in stable jobs.	M&E Quarterly reports Annual reports	
Output 2.1: Palestine youth graduates are better integrated to the labour market through apprenticeship, on-the-job training, and improved employment services	1. 100 youth enrolled in apprenticeships and on-the-job training schemes. 2. Women participation in apprenticeship is equal or more than 20% of total number of youth involved. 3. 80% of jobseekers registered are referred to job opportunities 4. Approximately 450 jobseekers are registered and	EESC Monthly reports UNRWA Quarterly reports M&E Monthly reports	

	<p>6000 approximately 100 are placed by the ESC in the North.</p> <p>5. At least 50% of job placements are qualified as quality jobs</p> <p>6. All vacancies identified and listed by the ESC are easily available to jobseekers.</p> <p>7. 30% of ESC beneficiaries are women.</p>		
Output 2.2: Support provided to Palestine refugees for the creation of business	1. Number of Palestine refugees who have been trained on entrepreneurial skills, have established their business.	<p>EESC Monthly reports</p> <p>UNRWA Quarterly reports</p> <p>M&E Monthly reports</p>	
Output 2.3: Micro enterprises and youth employment schemes support special hardship families and youth	<p>1. 120 micro-enterprises are set up by youth and/or special hardship families (including 60% of women and 40% of men)</p> <p>2. Guidelines and operational standard procedures on micro-credit for NGOs are developed</p> <p>3. 40 youth trained on business and entrepreneurial skills, funds management and accounting (20 girls and 20 boys).</p>	<p>UNICEF Monthly reports</p> <p>M&E Monthly reports</p>	
<p>OUTCOME 3:</p> <p>The information gap on the labour market supply and demand regarding Palestine refugees is addressed</p>	<p>A quality and reliable data on the Palestinian labour force is made available</p> <p>A comprehensive report on labour market information is available with specific identification of labour market information (LMI) gaps on the demand side</p>	<p>Labour force survey report</p> <p>Quality control report</p> <p>Labour market report</p>	Human and financial resource capacity at the institutional level to sustain the collection and analysis of labour market data in the longer term
Output 3.1: Quality data on Palestine refugee employment (Labour force	1. Statistical measures and procedures (interview techniques, data	ILO Monthly reports	

survey) is produced.	checks, coding, training of interviewers, etc). to control and monitor quality of Labour survey data are designed and implemented 2. Mechanisms to respond to data problems or flaws established (re-interviewing, dealing with non-response and sampling errors, etc.) 3. Quality control measures implemented	ILO Quarterly reports Quality control methodology Survey report/results	
Output 3.2: Labour market information at local levels collected, analyzed, validated and made available	1. Available LMI collected 2. Analysis on gaps available 3. At least 6 focus groups meetings organized with employer and other stakeholders 4. At least 2-3 research targeting specific sectors/ local communities undertaken 5. At least 2-3 workshops to disseminate results organized 6. Labour demand reports available 7. All reports published	ILO Monthly reports ILO Quarterly reports M&E reports Analysis report Specific labour demand reports Focus group reports Research reports Work plan	
OUTCOME 4: Cost and feasibility of providing social security to Palestinians is assessed	A study on social protection schemes for Palestine refugees prepared		
Output 4.1: Cost and feasibility of different policy options for providing social security to Palestine refugees is assessed.	1. Policy options identified 2. Two workshops organized 3. Study completed	ILO Monthly reports ILO Quarterly reports M&E reports MOL annual reports	

3.2/ Part 2 (Implementation Level):

IRF Outcome 1: Improved employability of Palestinian refugees

Output 1.1: Palestine refugees gain technical and marketable skills through the provision of skill training courses

Number of beneficiaries:

Trade-courses in the North: 300 youth

Short-term training courses: 100 youth trainees

Main Activities	Inputs	Rough Cost Estimate (optional)	Person(s) responsible for mobilizing inputs
Placement in trade courses and short-term courses to low/unqualified refugees Youth	<i>Trade-courses provided</i> <i>Training centre contracted to run training courses on trades responsive to market needs.</i> <i>Transportation provided for 50% of the trainees (i.e. 50)</i> <i>Stipend for 100 trainees.</i> <i>Other costs</i>	\$ 200,000 \$ 63,000 (cost per unit \$630) \$ 42,000 (cost per unit \$420) \$ 15,000 (cost per unit \$150 for a one-month duration) \$ 4,500 Subtotal: \$ 324,500	UNRWA IRF Project Manager
Management and coordination of output 1.1	1 VET Project manager	\$45,900 Sub total: \$ 45,900	UNRWA
Overall management and coordination of IRF project Evaluation costs	1 UNRWA IRF Project Manager	\$ 124,200 Sub total: \$ 124,200 \$ 50,000	UNRWA
	Grand total:	Total: \$ 544,600	

Output 1.2: Palestine youth are better integrated to the labour market through improved VTC curricula, improved teaching methodology, and better equipments

Number of beneficiaries:

1,000 youth graduate from UNRWA Sibling training centre each year (located in Saida).

300 youth graduate from UNRWA North training centre each year (located nearby Nahr el Bared refugee camp).

Main Activities	Inputs	Rough Cost Estimate (optional)	Person(s) responsible for mobilizing inputs
Training of UNRWA VTC instructors	<i>Trainer (Consultant)</i> <i>Training fees</i>	\$ 60,000	UNRWA IRF Project Manager
Enrichment of UNRWA VET curriculum	<i>Consultant</i>	\$ 50,000	UNRWA IRF Project Manager

Purchase new equipments for UNRWA VET	<i>Equipment</i>	\$ 200,000	UNRWA IRF Project Manager
Overall management and coordination of IRF project	<i>1 UNRWA IRF Project Manager</i>	\$ 124,200 Charged to Output 1.1	UNRWA
	Grand total:	Total: \$ 310,000	

Output 1.3: Prospects for marginalized adolescents and youth enrollment in quality vocational training and employment schemes increased

Number of beneficiaries:

100 adolescent and youth (out-of-school and working children) will benefit from literacy courses and from community services centres support.

Main Activities	Inputs	Rough Cost Estimate (optional)	Person(s) responsible for mobilizing inputs
Literacy classes	<i>Subcontract - NGOs</i>	\$ 60,000	UNICEF
Peer group network coordination and outreach activities Psychosocial interventions	<i>Subcontract - NGOs</i>	\$ 90,000	UNICEF
Capacity building of NGOs (training and monitoring)	<i>Consultant</i>	\$ 40,000	UNICEF
Overall management and coordination of IRF project	<i>1 UNRWA IRF Project Manager</i>	\$ 124,200 Charged to Output 1.1	UNRWA
	Grand Total:	Total: \$ 190,000	

Micro enterprises and youth employment schemes support special hardship families and youth

Outcome 2: Increased access to job and self-employment opportunities

Output 2.1: Palestine youth graduates are better integrated to the labour market through apprenticeship, on-the-job training, and improved employment services

Number of beneficiaries:

100 youth will be enrolled in apprenticeships and on-the-job training schemes.

Approximately 450 jobseekers will be registered by the Employment services centres in the North and approximately 100 will be placed by the two ESCs by the end of the project.

In the North, the ESCs in the two camps (Nahr el Bared and Bedawi) will continue to serve respectively 2,448 and 969 job seekers registered in the ESCs since 2009.

Main Activities	Inputs	Rough Cost Estimate (optional)	Person(s) responsible for mobilizing inputs
Apprenticeship and on-	<i>Stipends</i>	\$ 90,000	UNRWA IRF Project Manager

the-job training programmes		(cost per unit \$ 150/month for a six-month duration)	
		Sub total: \$ 90,000	
Provision of employment services (ESCs North)	1 Employment Services Centre Supervisor (18 Months@ \$ 1,500/month) 1 Outreach Officer (18 months @ \$ 1,200/month) 1 Counseling / Placement Officer (18 months @ 1,200/month) 1 Registration Clerk (18 months @ \$800/month) 1 Counseling / Placement Officer for Bedawi ESC (18 months @ 1,200/month)	\$ 27,000 \$ 21,600 \$ 21,600 \$14,400 \$ 21,600 Sub total staff: \$ 106,200	UNRWA IRF Project Manager
	Renting Global running of the centre Benzene Miscellaneous Visibility Material	\$ 4,500 \$ 7,200 \$ 3,600 \$ 2,500 \$ 2,500 Sub total running costs and visibility material : \$20,300	UNRWA IRF Project Manager
Overall management and coordination of IRF project	1 UNRWA IRF Project Manager	\$ 124,200 Charged to Output 1.1	UNRWA
	Grand Total	\$ 216,500	

Total number of beneficiaries for outputs 2.2 and 2.3: 120 micro-enterprises will be set up by youth and/or special hardship cases families and 80 youth will be trained on business and entrepreneurial skills, funds management and accounting.

Output 2.2: Support provided to Palestine refugees for the creation of business

Main Activities	Inputs	Rough Cost Estimate (optional)	Person(s) responsible for mobilizing inputs
Business opportunities identification	Consultant	\$ 10,000	UNRWA IRF Project Manager
Training	Training Providers	\$ 50,000	UNRWA IRF Project Manager
Guarantee	Loan guarantee fund	\$ 50,000	UNRWA IRF Project Manager
Equipment	Computers, desks and	\$ 25,000	UNRWA's Area

	<i>stationeries</i>		Community Credit officer
Support to CBOs for loans distribution and training dissemination	<i>Grants</i>	\$ 60,000	UNRWA's Area Community Credit officer
Stimulate competitiveness	<i>Awarding the most performing businesses Support to SME's Marketing</i>	\$ 15,000 \$ 10,000	CBOs
Transportation	<i>Transportation (for the Area Community Credit officer)</i>	\$ 3,600	UNRWA IRF Project Manager
Overall management and coordination for the output 2.2	<i>1 Self-employment officer</i>	\$ 31,000	UNRWA IRF Project Manager
Overall management and coordination of IRF project	<i>1 UNRWA IRF Project Manager</i>	\$ 124,200 Charged to Output 1.1	UNRWA
	Grand Total	\$ 254,600	

Output 2.3: Micro enterprises and youth employment schemes support special hardship families and youth

Main Activities	Inputs	Rough Cost Estimate (optional)	Person(s) responsible for mobilizing inputs
Revolving loans replenishment	<i>Subcontract - NGO</i>	\$ 50,000	UNICEF
Documentation on operational standards and criteria	<i>Consultant Supplies</i>	\$ 15,000 \$ 10,000	UNICEF
Overall management and coordination of IRF project	<i>1 UNRWA IRF Project Manager</i>	\$ 124,200 Charged to Output 1.1	UNRWA
	Grand Total	\$75,000	

Outcome 3: Information gap on the labour market supply and demand concerning Palestinian refugees in Lebanon addressed

Output 3.1: High standard and quality of the Palestinian Labour force survey data collected across Lebanon is ensured

Main Activities	Inputs	Rough Cost Estimate (optional)	Person(s) responsible for mobilizing inputs
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Identify measures and procedures to control and monitor quality of Labour force survey data	<i>Consultant/subcontracts</i>	\$8,000	ILO
Establish mechanisms to respond to data problems or flaws	<i>Consultant/subcontracts</i>	\$8,000	ILO
Implement quality control measures	<i>Consultant/subcontracts</i>	\$20,000	ILO
Overall management and coordination of IRF project	<i>1 UNRWA IRF Project Manager</i>	\$ 124,200 Charged to Output 1.1	UNRWA
	Grand total	\$36,000	

Output 3.2: Knowledge on labour market demands improved with a particular focus on the South of Lebanon.

Main Activities	Inputs	Rough Cost Estimate (optional)	Person(s) responsible for mobilizing inputs
Collect all available labour market information and analyze data with focus on quality and assessment of gaps	<i>Consultant/subcontracts</i>	\$30,000	ILO
Establish labour market information base	<i>Consultant Equipment</i>	\$10,000 \$15,000	ILO
Organize focus group meetings with local employers to assess skills demand	<i>Consultant/subcontracts</i>	Covered by consultant and subcontracts budgeted above.	ILO
Hold regular workshops aiming at data dissemination on labour market demand	<i>Workshops</i>	\$ 20,000	ILO
Publish research on labour market gaps identified by the focus groups	<i>Consultant</i>	\$10,000	ILO
Project management Administrative support	<i>Programme assistant 12 WM</i>	\$ 50,000	ILO
Overall management and coordination of IRF project	<i>1 UNRWA IRF Project Manager</i>	\$ 124,200 Charged to Output 1.1	UNRWA

	Grand total	\$135,000	
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Outcome 4: Cost and feasibility of providing social protection to Palestinians in Lebanon is assessed

Main Activities	Inputs	Rough Cost Estimate (optional)	Person(s) responsible for mobilizing inputs
Commission and publish assessment and feasibility cost (actuarial study) for social protection	<i>Subcontracts</i>	\$15,000	ILO
Commission expert and specialist to provide guidance and technical support on methodology and quality.	<i>Consultants / ILO experts</i>	\$35,000	ILO
Hold workshops to discuss policy options and results of study	<i>National Officer (full time 6 months)</i> <i>Workshops</i>	\$50,000 \$10,000	ILO
Overall management and coordination of IRF project	<i>1 UNRWA IRF Project Manager</i>	\$ 124,200 Charged to Output 1.1	UNRWA
	Grand total	\$110,000	
	Subtotal budget for the project	1,871,700	
	Indirect Support Costs (7%)	131,019	
		2,002,719	

Budget per Agency

UNRWA	ILO	UNICEF	TOTAL
1,418,499	300,670	283,550	2,002,719

4. Budget (see: Annex)

5. Management Arrangements

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Immediate Response Facility Project Proposal

5.1 Analysis of agencies' capacities

○ UNRWA's capacity

UNRWA has a formal mandate from the United Nations General Assembly for the direct support for Palestine refugees in host countries. UNRWA is the sole provider of basic services to the refugee population. Although the Agency is engaging with Lebanese authorities (Ministry of Labour, the Lebanese Palestinian Dialogue Committee that will be the governmental body acting as the main partner of UNRWA and ILO under this specific project), the primary assistance is with UNRWA as opposed to other United Nations agencies or host governments.

In light of this specific mandate, UNRWA is, apart from UNIFIL, the biggest UN Agency in Lebanon, employing over 3,000 people.

UNRWA assistance, protection and advocacy for some 260,000 ²⁴ registered Palestine refugees (Make sure the difference registered / actual population is clarified earlier). The Agency's services encompass education, health care, relief, camp infrastructure and improvement, both in times of relative calm and in times of hostilities.

During the past two years, UNRWA has been developing its strategy to promote Palestinian employability. UNRWA wishes to promote a participatory method involving key stakeholders working on the access to employment for Palestinians (UN agencies, the Palestinian Liberation Organization, the Lebanese authorities and civil society). For more details on UNRWA's employment strategy, please refer to section 3.1.

○ ILO's capacity

The project is directly linked to a series of strategic interventions that the ILO has been implementing in Lebanon to promote the right to work for Palestinian refugees. ILO has piloted in partnership with UNRWA several initiatives to encourage Palestine refugee's access to employment. Two Employment Services Centres were opened, providing job coaching, referral to employment and vocational training to Palestine refugee jobseekers. According to an external evaluation conducted, the ESC is one of the first comprehensive attempts to address the employability of Palestinian in Lebanon from a system perspective and outside the classical aid delivery response.

The project will also benefit from an ILO European Union funded project on a comprehensive standardized labour force survey of Palestinian refugees. The data generated from this project will provide a basis for an advocacy campaign on labour rights based on facts and figures on labour force participation.

Apart from provision employment support services, much of which is based on partnership using the respective strength of both organizations, ILO and UNRWA have been active at the advocacy level in terms of Palestinian right to work. They both supported the establishment of the Committee for the employment of Palestinians (CEP) which aims to provide a platform for objective dialogue on Palestinian right to work with the participation of the Lebanese Government, PLO and the Lebanese and Palestinian civil society. Additionally, after the legal amendments, both UNRWA and ILO have been providing technical support to the Ministry of

²⁴ In Lebanon, 425,000 refugees are officially registered with the Agency, with many living in the country's 12 camps, including one under reconstruction. The actual number of Palestine refugees residing in Lebanon is estimated at 260,000-280,000, according to a recent survey carried out by UNRWA and the American University of Beirut.

Labour to undertake the necessary practical decisions, steps and measures to implement the legal amendments.

- UNICEF's capacity

In addition to UNRWA, UNICEF has remained among the few United Nations agencies with a programme presence in the Palestine refugee camps since 1948. The current programme is for the period covering 2011-2013, and aims to contribute towards realizing the rights of Palestinian children to survival, development, protection and participation. The programme's overarching strategy is to strengthen the capacity of UNRWA, other duty-bearers, families and NGOs to deliver the required services. It works to provide models and solution applicable in all Palestine refugee camps in Lebanon.

5.2) Stakeholder analysis

Name(s)	How they are affected by the project	How they have been consulted
<p>The Government of Lebanon (GoL), Ministry of Labour & Lebanese Palestinian Dialogue Committee</p>	<p>→ GoL</p> <ol style="list-style-type: none"> 1. Main duty - bearers vis-à-vis Palestine refugees in Lebanon. 2. Subject to political repercussions of any development regarding refugees. 3. Has an interest in reducing the frustration of Palestine refugees, to preserve the security in and around the refugee camps and gatherings. <p>→ Ministry of Labour</p> <ol style="list-style-type: none"> 1. Will benefit from UNRWA and ILO's technical support for the operationalization of the Aug.17 amendments 2. Will benefit from ILO's observatory, which will inform their national employment strategy. <p>→ Lebanese Palestinian Dialogue Committee</p> <ol style="list-style-type: none"> 1. Committee comprising various ministries in order to address the situation of Palestinian refugees in Lebanon - Main interlocutor of UNRWA 2. Right to work is one of the four priorities of action of the LPDC. 	<ul style="list-style-type: none"> • Both the ILO and UNRWA have provided support to the Ministry of Labour and advocated for the adoption of the legislative amendments. Since then, both Agencies have also been working to ensure the implementation of this reform. • The LPDC has been working closely with UNRWA and the ILO to advocate for increased Palestinian refugee' employability
<p>Committee for the Employment of Palestinians</p>	<ol style="list-style-type: none"> 1. Has an interest in the operationalization of the Aug. 17 amendments 2. Has an interest in the information from the ILO Observatory unit on the labour-demand side for the CEP advocacy strategy 	<ul style="list-style-type: none"> • As partner of ILO, UNRWA, NGOs and Lebanese sector, the CEP participates to research and advocacy activities on Palestine refugees' issues.

Lebanese employers - national and local employers associations	<ol style="list-style-type: none"> 1. Their participation is crucial for the success of the project. 2. Will host apprentices and build the capacity of Palestine refugee youth. 3. Will be encouraged to hire Palestinians. 	<ul style="list-style-type: none"> • Consulted as part of two other projects and ongoing research undergone by UNRWA. <p>UNRWA's Employment Services Centre is in regular contact with the Lebanese employers, through an Outreach officer in charge of identifying vacancies and potential opportunities for placement.</p>
Vocational Training providers	<ol style="list-style-type: none"> 1. Will be contracted by UNRWA to carry out vocational training and will host trainees 2. Their participation in the project will enable them to increase their activity / income 	<ul style="list-style-type: none"> • Many of them are local NGOs, with whom the Agency is regularly liaising. They have been consulted in several occasions on similar issues as part of other initiatives.
Community based organizations and Non-governmental organizations	<ol style="list-style-type: none"> 1. Will be contracted by UNICEF to carry out literacy training and provide protection support to youth and working children 2. Will be contracted by UNICEF for micro-finance interventions in camps. 	<ul style="list-style-type: none"> • Many of them are Palestinian NGOs that have a longstanding partnership with UNICEF. They have been consulted in several occasions.
Direct Beneficiaries	<ol style="list-style-type: none"> 1. Will be empowered and encouraged to participate in the local job market. 2. Their increased economic participation will positively impact on their living conditions and wellbeing 	<ul style="list-style-type: none"> • Access to employment is one of the main concerns of Palestine refugees in Lebanon; they requested UNRWA to increase their efforts in this field in multiple instances, especially during the outreach campaign.
Palestine refugee community	<ol style="list-style-type: none"> 1. The family of the direct beneficiaries and the community as a whole will indirectly benefit from the increased economic participation of the refugees targeted through this project 2. The whole community will benefit from the advocacy efforts and technical support provided by the ILO to the 	<ul style="list-style-type: none"> • Access to employment is one of the main concerns of Palestine refugees in Lebanon; they requested UNRWA to increase their efforts in this field in multiple instances, especially during the outreach campaign.

	Ministry of Labour	
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5.2) Coordination arrangements

UNRWA, as the lead Agency, will be overseeing the overall monitoring of the project. A Project Manager/M&E officer will be hired specifically for this project to follow up and coordinate with other agencies involved in the project and to follow up on the IRF M&E requirements (see component 6 for additional information). The PM/M&E officer will be directly reporting to UNRWA Lebanon Field Office senior management, and will be fully empowered to liaise with other UN agencies and monitor their activities.

6. Monitoring and evaluation

As mentioned above, UNRWA will hire one PM/M&E officer working exclusively on this project. The incumbent will be leading the design and implementation of a monitoring framework to track delivery against the IRF Outcome indicators. The Monitoring framework will be based on the work plan provided by each agency and should include targets and benchmarks to be used to evaluate the effectiveness and impact of the intervention.

He/she will be in close contact with the other Agencies throughout the project to collect data on a monthly basis. He/she will ensure that each outcome is progressing according to schedule. He/she will alert the LFO Senior Management in case of any delays and will prepare the quarterly and annual report.

The project will be subjected to a mid-term and final evaluation by UNRWA. This evaluation will also enable all UN agencies to draw up lessons learned and introduce corrective actions if needed.

7. Analysis of risks and assumptions

7.1) Main potential causes of failure

Political / security risks

The deterioration of security situation, due to national/regional conflicts, terrorism or natural disasters is an important risk, outside the project control. While Lebanon currently remains insulated from the Arab protest wave, it has traditionally been one of the Agency's most unstable operating platforms. This is in large part due to the polarization of Lebanese politics and the role of regional actors.

In the event that regional tensions degenerate into open hostilities, UN operations will be affected and probably re-directed to emergency management. However, the probability of outbreak of regional tensions remains moderate. A sporadic outbreak of violence in peripheral zones is more likely. This should not affect the project, as it should not lead to interruption of services beyond 24 hours. A security team in place to respond to emergency situations, and give management time to devise alternative plans. Emergency planning procedures for all UNRWA operations are already established.

The continuation of the current political stalemate is another substantial risk. Since January 2011, the Prime Minister-designate Mikati has been striving to form a government without success, and the country is still managed by a caretaker government headed by Rafic Hariri.

Operational risks

- Socio-political risks: a mutual mistrust

Past experiences have shown that Lebanese employers could show reluctance in hiring Palestinians. In addition to the historic tensions between the two communities - many Lebanese consider Palestinians as responsible for the Lebanese civil war -, many employers do not know the procedure to follow to hire Palestinians. Conversely, the Palestinian community may also refrain from working outside the camp boundaries. These restrictions concern mainly women, as many men refuse to have their wives and daughters working in what they perceive as an unsafe environment. This mistrust between the two communities may impact negatively on the project. It could impact on both the outcome 1 and 2. Regarding outcome 1, economic incentives can convince the Lebanese employers to host an apprentice. The apprentices indeed constitute a free labour force for the employers. Regarding the outcome 2, advocacy efforts and the awareness raising campaign should constitute a first positive step to ease the tensions.

- Socio-economic risks: limited job opportunities and low quality of placements

The Lebanese labour market witnesses some labour-demand imbalances and wide regional disparities. Therefore, there is a risk of limited absorption capacity of the Lebanese labour market, particularly in the South where jobs are often limited to low-skilled / seasonal work. To mitigate this risk, Palestinian refugees will be encouraged to consider working outside their area or origin by the Employment Services Centre but also through the tutorial sessions on self-entrepreneurship.

The quality of the jobs offered to Palestinians is also to be closely monitored. UNRWA will follow up systematically on the jobseekers recently referred through the Employment Services Centres in order to ensure the quality of placement.

- Capacity of the partner NGOs

In addition to UNRWA, UNICEF has been working with the Palestinian NGO community. Main UNICEF partners are the Palestinian Red Crescent Society, the General Union of Palestinian Women, the Palestinian Central Bureau of Statistics, Child and Youth Centres. UNICEF is also working closely with NGOs networks in refugee camps. For the IRF project, if necessary new partners may be added. One risk that could affect the achievement of the IRF programme's expected results would be the lack of capacities of NGOs to deliver services.