**SL-MDTF**

**ANNUAL programme NARRATIVE progress report**

**REPORTING PERIOD: 1 january – 31 December 2010**

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| Programme Title & Number |  | Country, Locality(s), Thematic Area(s) |
| Programme Title: Youth Development and Employment  Programme Number Joint Vision Programme 19  MDTF Office Atlas Number:   * 00075586 Youth Employment UNDP * 00075582 Quick Impact Youth Employment ILO * 00075585 Agro-industrial Growth UNIDO * 00075583 HIV in the Workplace UNAIDS * 00075584 Integrating SRH UNFPA | Sierra Leone Joint Vision Priority Area 3: Economic and Social Integration of Youth |

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| --- | --- | --- |
| Participating Organization(s) |  | Implementing Partners |
| *UNDP*  *ILO*  *UNIDO*  *UNAIDS*  *UNFPA* | * Marie Stopes Sierra Leone * National AIDS Secretariat * Ministry of Youth Employment and Sports, Youth Employment Scheme Secretariat |

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| --- | --- | --- | --- | --- |
| Programme/Project Cost (USUSD) | |  | Programme Duration | |
| MDTF Fund Contribution:  *ILO : 1 485,000*  *UNDP : 594,000*  *UNAIDS : 25,740*  *UNFPA : USD25,740*  *UNIDO : 297,000* |  |  | Overall Duration | 31 December 2012 |
| Agency Contribution   * *N/a* |  |  | Start Date of Projects | 24 June 2010 |
| Government Contribution  *(if applicable)* |  |  | Revised End Date of Projects | 31 March 2011 |
| Other Contribution (donor)  *(if applicable)* |  |  | Operational Closure Date of Programme | 31 December 2012 |
| TOTAL: $2 401,740 |  |  | Expected Financial Closure Date | 30 April 2013 |

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| Programme Assessments/Mid-Term Evaluation |  | Submitted By |
| Assessment Completed - if applicable *please attach*  Yes No Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Mid-Evaluation Report *– if applicable please attach*  Yes No Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | * Name: Nii Moi Thompson * Title: Policy Advisor, S.L. Decent Work Prog’m * Participating Organization (co-lead): * Email address: chuma@ilo.org |

# Purpose

Through the Joint Vision Programme 19, the UN seek to foster an environment that links all skills training directly to labour market demands and initiate programmes for work with public works schemes that provide the transition from vocational training and post-secondary education to work through the following: Placements, internships, and apprenticeships in the public and private sectors as well as in the UN and NGOs. The programme is in line with the UN Joint Vision’s broader effort at effective economic and social integration of youth.

This report is about the five projects under Programme 19 that received funding from the Delivering as One fund through the SL-MDTF. Information is provided on each project under the respective headings.

The objectives of the projects are as follows:

Youth Employment and Empowerment (UNDP)

To foster an environment to generate further market-driven employment opportunities for youth through opportunity mapping, the conduct of youth research, support to the establishment of a National Youth Commission and support to youth in the transition from school to work.

In line with the UN’s Joint Vision for Sierra Leone, the project is guided by the priority to contribute to improved economic and social integration of youth. More specifically, as a component within Joint Vision Programme 19, ‘Youth Development and Employment’, the project contributes towards the achievement of the following:

* Deliverable (1) Regional offices of NAYCOM established;
* Deliverable (2) Training programme of TECVOC Skills Development Programme extended to 1,530 students;
* Deliverable (3) Report of District Based Opportunity Mapping in five districts as a pilot;
* Deliverable (4) Established Career Advisory & Placement Service Centre at FBC campus as a pilot;
* Deliverable (5) Research report on youth employment approaches and initiatives.

One of the major lessons learned from the previous employment strategies in Sierra Leone is that they have predominantly been supply-driven, focusing primarily on training and capacity building support for the youth. However, without adequate economic growth and hence demand for the labour, most of these project beneficiaries have found themselves unemployed after training. Hence, this programme aims to contribute to the strategic shift from supply-driven to demand-driven support for youth employment..

Quick Impact Employment Creation for Youth through Labour Based Public Works (ILO)

Planned outcomes of this project, which is executed in the Bombali District of the Northern Region of Sierra Leone, include:

* Enhanced local capacity to create productive employment opportunities for the youth,
* Use of cost-effective labour-based methods for the execution of feeder roads rehabilitation and maintenance using private contractors, and;
* Strengthening of the capacity of SLRA and the District Administrations’ plan to manage and monitor feeder road rehabilitation and maintenance.

Among the project’s key deliverables are:

1. Upscaling of five existing labour based contractors and 20 supervisors
2. Training of five new labour based contractors and 20 supervisors

Strengthening the Agro-Industrial Growth Centres for Income Generation and Youth Employment (UNIDO)

The project aims to provide skills training as well as entrepreneurial support to young people in agro-processing and help address the need for transformation of agricultural produce into value added products both for consumption and marketing while at the same time upscaling rural entrepreneurial and industrial growth.

This is being achieved through training in basic construction agro-business and agro-processing skills. An Agro-Industrial Growth Centre is based in Binkolo and is run in collaboration with the ILO and UNDP.

All of these are linked to the UN Joint Vision Priority Area 3 of Youth Development and Employment, Rural Industrial Growth and Renewable Energy.

HIV in the Workplace Programmes integrated into Infrastructure projects (UNAIDS)

The purpose of the project was to develop and implement efficient and integrated HIV work force policies and programs to prevent the spread of HIV and maintain a young healthy workforce. This was achieved through the development of an HIV workplace programme Integrated into the QEIP[[1]](#footnote-2) Feeder Roads Project.

In line with the UN Joint Vision for Sierra Leone (Strategic UN Framework for Sierra Leone) the project is guided by the UN Joint Vision benchmarks of *Economic and Social Integration of Youth*.

More specifically, as a component within the Joint Vision Programme 19 on Youth Development and Employment, the project contributes towards UNAIDS Deliverable 19.1 ILO Code of Practice on HIV/AIDS in the world of work incorporated in national laws and workplace agreements, with the aim to ‘*support initiatives to upgrade the conditions of work for young people, develop & implement efficient integrated HIV work force policies and programs to prevent the spread of HIV and maintain a young healthy workforce’.*

In line with the Three Ones Principle, the Project worked within existing national frameworks on HIV, including: One Policy Framework, One Coordinating Mechanism and One Monitoring and Evaluation system, guided by the National Strategic Plan on HIV 2006-2010 objective of 15.1 Develop and implement workplace HIV/AIDS Policy in all Sectors

The project supported the development of a tailored HIV workplace programme for the QEIP Feeder Roads Project and facilitated its delivery through the training of Labour Contractors to serve as peer educators. With the aim of ensuring their capacities were strengthened with knowledge and implementation skills on HIV/AIDS into their operations and the surrounding communities.

The project deliverables include:

* Development of HIV workplace programme integrated into the QEIP Feeder Roads Project
* Training of 10 labour-based contractors as HIV Peer Educators

Intended outcomes for the project included strengthened knowledge base, practices and institutional mechanisms available for the effective implementation of HIV prevention interventions in association with infrastructure projects in Sierra Leone.

Integrating Youth sexual Reproductive Health into Empowerment Programme (UNFPA)

The project was aimed at increasing access of young people to integrated STI/HIV and sexual and reproductive health information and services. The project targets young people (female and male).

The intended outcome of UNFPA’s contribution to programme 19 is for improved access to and utilization of quality gender sensitive youth friendly reproductive health information and service. UNFPA has one deliverable associated with this area of work. The aforementioned funds targets deliverables 19.6.3 “Young people have correct and accurate knowledge and information on Adolescent Sexual and Reproductive Health and STI prevention”. Activities implemented to achieve the above results focused on: information on STI/HIV and RH (pregnancy, delivery, family planning etc.), clinical service provision through static clinic and outreach approach.

# Resources

***Financial Resources:***

The total planned budget for this programme, some components of which run until 2012, is USUSD 13 million. Since 2009, USUSD 7.1 million has been allocated from various funding sources, including USUSD 2.4 million from the SL-MDTF. The total allocation from the SL-MDTF to this programme in 2010 was

Youth Employment and Empowerment (UNDP)

All funding allocated to support this project was received through the SL-MDTF Delivering as One Fund. Under Joint Vision Programme 19’s *Youth Development and Employment* component, UNDP was allocated USD 594,000, which was exhausted by the end of 2010.

Quick Impact Employment Creation (ILO)

The project was allocated USD 1 485,000 under the MDTF and was originally scheduled to run for six months, with an estimated start date of June 2010. Due to administrative delays, however, it did not start until October 2010. In view of the delay, at the end of December 2010, the ILO requested and received a no-cost extension from the office of the ERSG on behalf of the DEPAC co-chairs. The project, therefore, is expected to run until the end of March 2011.

Strengthen agro-industrial growth centres (UNIDO)

Besides the USD 297,000, no additional financial resources were given to the project, but UNIDO did provided in-kind contributions in the form of vehicles, office facilities, and core staff time. Also, the Paramount Chief and land owners in Binkolo donated an additional portion of land which was used for practical building construction.

While transfer of project funds to UNIDO H/Q was timely, considerable time was needed to rewrite the project document into UNIDO’s format as well as to pass it through the required three-stage approval process that will authorize budget set-up and project expenditures. This meant that actual implementation started three months later in October 2010.

HIV in the Workplace Programme integrated into infrastructure projects (UNAIDS)

A total of USD 25,740 was allocated to this project through the SL-MDTF,. This constituted all of the projects’ funding. The UNAIDS Country Office signed the necessary MoU with the National AIDS Secretariat as the principal recipient of funds channeled through the SL-MDTF. NAS was responsible for administering and monitoring the funds to facilitate the development of the HIV Workplace Programme, including the recruitment of national consultants.

Due to administrative procedures required by UNAIDS HQ to facilitate transfer of funds from the SL-MDTF Office through UNAIDS HQ to the UNAIDS Country Office (UCO), the funds transfer took a long time. The UCO first informed UNAIDS HQ of the funds transfer on July 2nd 2010 but following a number of protracted procedures the funds did not actually arrive in country until the September 16th 2010. This presented some challenges for full implementation within the agreed time period, by December 31st 2010.

In anticipation of the funds arriving in-country, the UCO continued to convene a number of meetings with the National AIDS Secretariat and ILO, which organized a number of work place training workshops. This included developing a unified budget between the UCO and ILO, and a proposed programme for the training developed in collaboration with the National AIDS Secretariat.

The Project was designed to be delivered in two phases. The first phase successfully ended in October 2010 with the training of labour contractors at a cost of USD15,000. The second phase involving the training of labourers (Labour Contractors Staff) on project site is to be completed in the first quarter of 2011 USD 10,740

Integrating Youth Sexual Reproductive Health (UNFPA)

A total of USD 25,740 was received from the SL-MDTF. The transfer was done through UNFPA Resource Mobilization Branch (RMB) in New York. RMB created a fund code after going through some administrative procedures that usually create some delays in establishing the project account and depositing the fund in the account for easy access by UNFPA Sierra Leone. The Country Office allocated the budget to the project activities in line with the approved project document. The project was implemented over the three months duration with no budget revision.

***Human Resources:***

Youth Employment and Empowerment (UNDP)

The proposal budgeted for two project coordinators. However, the plan was modified to allocate the funds to complement Deliverable 2. Funded by other resources, the project was managed by the UNV Programme Manager (international) jointly with a Programme Officer (national) and an M&E Officer (national) at the Ministry of Youth Employment and Sports (MYES) and two project volunteers (international).

Quick Impact Employment Creation (ILO)

The project has had its full complement of staff made up of a chief technical advisor and a training advisor; two national professionals; a project secretary and two drivers. Provision was made for the use of consultants should the need arise.

Strengthen Agro-industrial Growth Centres (UNIDO)

A local project manager was hired to oversee implementation; one civil engineer provided technical drawings and quality assurance, and one construction specialist was hired to serve as site manger and master trainer, with eleven technicians working under him to provide hands-on training to the youth/trainees in various construction skills.

There was not international staff but technical and administrative support was provided from UNIDO H/Q in Vienna, especially on procurement matters.

HIV in the Workplace (UNAIDS)

A national consultancy team of two was recruited with a lead consultant responsible for drafting the National Workplace Policy on HIV for Sierra Leone and developing and facilitating numerous training sessions in occupational health and safety and HIV in the workplace. The entire process was supported and facilitated by the National AIDS Secretariat and UNAIDS.

Integrating Youth Sexual Reproductive Health (UNFPA)

The project was coordinated by the Youth Programme Associate at UNFPA Office and implemented by personnel of Marie Stopes Sierra Leone.

# Implementation and Monitoring Arrangements

Youth Employment and Empowerment (UNDP)

All implementation was jointly undertaken by the Youth Employment Scheme (YES) Secretariat under the MYES with other key stakeholders. UNDP provided strategic guidance, coordination and mobilization of various partners and managed the financial and logistic operation while the YES Secretariat designed activities for implementation with partners.

The key implementing partners for each deliverable are:

* Deliverable 1) MYES, Ministry of Works, Housing and Infrastructure (MWHI);
* Deliverable 2) Nine public and private Technical and Vocational (TECVOC) Training Institutions ;
* Deliverable 3) Ministry of Finance and Economic Development (MOFED), Ministry of Trade and Industry, Ministry of Agriculture and Food Security, Ministry of Labour and Social Security, Sierra Leone Indigenous Business Association, Sierra Leone Import and Export Promotion Agency, Local Councils;
* Deliverable 4) Fourah Bay College (FBC), Njala University;
* Deliverable 5) Department of Peace and Conflict Studies at FBC.

Engaging key players for activity design and decision making, each project contributed to the strengthening of existing national initiatives and increased ownership of the respective projects.

To ensure the transparency of procurement and financial processes, UNDP’s operational regulations were applied for all procurement and fund disbursement procedures. Monitoring of projects was done jointly by the YES M&E Unit and key partners.

Key actors for monitoring and evaluation are:

* Deliverable 1) Monitoring of contractor by the MWHI and MYES;
* Deliverable 2) Monitoring visit of institutions by the YES M&E Unit;
* Deliverable 3) Validation workshop held by the YES M&E Unit and MOFED;
* Deliverable 4) Monitoring of contractor by the MWHI and YES;
* Deliverable 5) Validation workshop held by the YES M&E Unit and FBC.

In 2010, monitoring of the refurbishment of NAYCOM and the premise of the Career Advisory and Placement Service (CAPS) Centre at the FBC (Deliverables 1 & 4) was regularly carried out and validation workshops for the reach conducted (Deliverables 3 & 4) were held upon submission of the first draft to UNDP for the quality control of results with other stakeholders. M&E visits to the TECVOC Training Institutions were conducted by the YES M&E Unit as part of the regular programme monitoring system. All reports (including M&E field visit reports and construction progress reports) produced present tangible results of these M&E exercises.

Quick Impact Employment Creation (ILO)

The labour-based method implies the use of labour, as a primary resource, supported by compatible light equipment for the construction, rehabilitation and maintenance of infrastructure works. It is also applicable in agriculture and other related areas where labour can be economically utilised to achieve the desired results. Some of its advantages over the conventional capital-intensive or equipment intensive method are:

1. Utilises local unskilled labour effectively providing 3-5 times more employment opportunities.
2. Results in 10-30% savings in financial terms.
3. Conserves foreign exchange by 50-60%.
4. 40-60% of the total cost of infrastructure is spent on wages, which impacts positively on the rural economy.
5. Encourages the bottom-up approach by providing an opportunity for the rural populace to be involved in development.
6. Can create a pool of men and women who can undertake maintenance of the facilities.

Some of the earlier misinformation of the method as inferior technology has since been disproven as it has been shown to achieve the desired quality standards and specifications. It is not a “labour only” method as it only recommends the use of labour, where it is the most economically feasible alternative.

Strengthen agro-industrial growth centres (UNIDO)

The implementation of the project was done within the framework of training in construction and related skills such that concrete/physical structures (warehouse, perimeter fence, processing units, etc.) will remain in-situ as byproducts that will strengthen the operations of the Binkolo Growth Centre.

The Binkolo Growth Centre has a local management committee (with representatives from Government, civil society, local community) which served as principal advisers and ground monitors. They were responsible for identifying local technicians, mobilizing youths and providing land. This helped promote community ownership and participation to the extent that youth trainees came from neighbouring villages as far as 10km away.

Procurement of building/training materials was done according to UNIDO’s standard mechanism for decentralized procurement. In particular suppliers were selected on the basis of the completeness and competitiveness of their quotations/proformas.

The national staff worked as a team, with weekly monitoring visits by either the project manager or the civil engineer or both in some instances. Work/training progress was assessed on the basis of weekly targets jointly established with the site manager/master trainer. The Head of UNIDO operations also maintained overall project oversight, held meetings with key stakeholders and made ad-hoc monitoring visits.

HIV in the Workplace (UNAIDS)

The project was managed overall by the National AIDS Secretariat in collaboration with the UNAIDS Country Office (UCO). Both the development and implementation of the proposed activities were conducted in partnership of the National AIDS Secretariat, UNAIDS and a national consultant.

The development of the HIV Workplace Programme adopted a participatory approach to ensure all roles and responsibilities as well as thematic areas and emerging issues were addressed in the Workplace Programme.

The HIV Workplace Programme included the following stakeholders:

* National AIDS Secretariat
* UNAIDS Country Office
* National Consultancy Team
* International Labour Organization (ILO)
* Sierra Leone Roads Authority (SLRA)
* The Ministry of Labour, Social Security and Industrial Relations
* National Consultant
* Labour Contractors

# The training was organized by the National Consultancy team with support from the National AIDS Secretariat (NAS) in collaboration with UNAIDS. The training was held in Makeni on 15th and 16th October 2010 targeting thirty (30) local contractors engaged in feeder road construction throughout the country.

In terms of M&E, the UNAIDS Country office took overall responsibility for the monitoring and evaluation of the project, starting with an inception report outlining key actions, partners, timelines, disbursement of funds, site visits.

Supervision visits were conducted by NAS & UCO staff to the project sites during the project cycle and will be undertaken again in the first quarter of 2011 as a follow up. A report of the October training (first phase) has been completed and shared with partners including NAS, UNAIDS, ILO, SLRA, the Joint UN Team on AIDS, and The Ministry of Labour and Social Security. A consolidated final report will be completed by the national consultancy team upon completion of the second phase training in March 2011.

The coordinator shared monthly reports on the status of the livelihood activities of beneficiaries. A Final project report has yet to be completed by the coordinator and NETHIPS, to be validated by UNAIDS and shared with key partners including the Joint UN Team on AIDS, National AIDS Secretariat and the Expanded Technical Working Group on AIDS

Youth Sexual Reproductive Health (UNFPA)

UNFPA provided coordination of the implementation of project activities. Marie Stopes Sierra Leone was engaged as implementing partner for provision of information, clinical services and outreach services to young people in Binkolo.

Marie Stopes Sierra Leone implemented the project as a pilot in Binkolo. It engaged a tree prong approach with Outreach, Peer Education and Clinical Treatment. To achieve this Marie Stopes engaged and trained youth team leaders who facilitated the community dialogues and outreach.

A KAP survey was conducted to assess the level of knowledge and information of the target population in the various chiefdoms in Binkolo and to identify the gaps in knowledge on family planning and STIs amongst young people.

# Results

Youth Employment and Empowerment (UNDP)

With regard to the targeted project deliverables, the following was achieved during 2010:

* Deliverable 1) Procurement of office equipments/facilities for NAYCOM’s main office completed;
* Deliverable 2) TECVOC Skills Development Training Programme extended to 1,530 students;
* Deliverable 3) District Based Opportunity Mapping report covering five districts as a pilot produced;
* Deliverable 4) Establishment of a CAPS Centre at FBC campus as a pilot;
* Deliverable 5) Research on youth employment approaches and initiatives completed.

***Deliverable 1)*** was targeted based on the government plan to complete the establishment of NAYCOM’s main office in Freetown and regional offices in 2010. In August 2010, the government identified the main office and appointed board members in September. Identification of the regional office premises and design of the staff structure for the regional offices, however, has not progressed. Thus, based on an agreement with the MYES, the funds were reallocated to procure office space and equipments for NAYCOM’s main office in Freetown. The procurement has been completed and all items were handed over to the MYES and YES. Utilizing other resources, the refurbishment work began in November 2010 and the office is expected to be fully operational by April 2011.

***Deliverable 2)*** aims to strengthen the existing TECVOC Skills Development Programme supported by the PBF and Basket Fund. The programme was proposed by the MYES in 2008 and approved by the National Inter-Ministerial Steering Committee in March 2009 with two main components: i) to procure upgraded vocational training tools and equipments, and ii) to sponsor 1,530 students for one year in five districts. The DaO resources supported the extension of the practical training duration for an additional six months to ensure the higher quality of skills learned and retained by the students.

The trainees began generating income through services and products that they produced, particularly in catering, hairdressing, tailoring and carpentry. The average income that the students generated in 2010 was approximately 40,000 Leones (10 USD) per student per week. It greatly benefited youth to earn own income and to procure materials to continue their business activities. The TECVOC programme, therefore, supported youth in providing theoretical and practical coursework as well as on-the-job training opportunities to develop their entrepreneurship skills.

***Deliverable 3)*** was aimed at enhancing the capacity of District Youth Officers to play a coordination role in the establishment of district-based Employment Opportunity Networks (EONs). An EON is a database for youth to access much needed information on employment and opportunities for their business initiation and expansion. To establish the EONs, a Business Opportunity Mapping Training was conducted by the MOFED for Youth Officers and youth representatives from all the chiefdoms in the five pilot districts, Bombali, Bo, Kenema, Kailahun, and Koinadugu, between 13 and 22 September 2010. The module was developed based on the training methodology (Strategic Planning and Action Process Methodology) which was utilized to develop the second Poverty Reduction Strategy Paper (PRSP II).

To conduct the participatory opportunity mapping, two youth from each chiefdom were identified to be trainee data collectors. A total of 167 youth participated in this pilot training from the five districts. The District Youth Officers were the district coordinators the exercise. The mapping exercise was successfully conducted in October and November 2010 and the validation workshops were held in Makeni, Bo and Kenema between 13 and 15 December with participants from the District Councils (30 participants per district) including the District Development Officer, District Agriculture Officer and District Youth Officer. The final District Based Opportunity Mapping report of the District will be officially launched and disseminated among youth at the district level in March 2011.

***Deliverable 4)*** established a CAPS Centre at two universities, Fourah Bay College in Freetown and Njala University in Bo district. Both universities are taking full ownership and leadership of the CAPS Centres. A CAPS management team was established at the University which consisted of a Manager, Career Guidance Counselor, Recruitment & Job Placement Officer, HR Employment Liaison, ICT Support Officer and a Finance & Admin Officer. The Management Team completed the Annual Business Plan which includes a sustainability plan to continue support following the end of UNDP’s one year commitment. Refurbishment of the CAPS Centre premises at bothuniversities, the procurement and installation of all office equipments have been completed. The CAPS Advisor will begin work in February 2011 to operationalize the services of the Centre.

***Deliverable 5)*** was to conduct an impact assessment of the Youth Enterprise Development (YED) projects, implemented by 17 partners over 2009 and 2010, with the following objectives:

* To assess the impact of completed projects as to employment created and livelihoods improved;
* To assess the impact of completed projects in individual life of youth beneficiaries, communities and local business market;
* To identify best practices on project designs as well as intervention approaches;
* To identify lesson learnt on project designs as well as intervention approaches;
* To analyze the factors of success and un-success on project outcomes;
* To assess the linkage between labour supply and market demand on each project;
* To conduct gap analysis on institutional arrangement and intervention strategies.

An external consultant conducted an impact assessment between October and December 2010. Overall, the assessment found that the projects had a substantial effect on the lives of the 10,300 youth involved. The income of the beneficiaries was increased, on average, by more than 200 percent. Communities reported that this income increase improved their food security and the likelihood that they could afford school fees.  Over 70 percent of the respondents reported that the projects had made a significant difference in their lives; only one percent of beneficiaries reported receiving no benefits at all. Overall, nearly all respondents (99 percent) reported having more hope for the future. UNDP will share the results and disseminate the best practice project approaches with various partners. Moreover, UNDP’s new programme for 2011-2012 will be implemented with emphasis on the results of the assessment which commended employment programmes as an entry point to restructure and operationalise local development structures and to promote mind-set change from an individual orientation to a group approach to strengthen business teams.

Quick Impact Employment Creation (ILO)

It may be premature for the Project to be evaluated only after two effective months. However, the achievements within this period are indicative of the potential of the labor based public works method in Sierra Leone. The following outputs were achieved:

*Contractor Training*

A refresher course was organized for five, small-scale contracting firms that had earlier been trained in the country in the 90s by ILO. They have not had much opportunity to practice after their training. Each firm was represented in the course by its Managing Director (MD) and two supervisors making a total of five MDs and ten supervisors. Each firm was awarded a trial contract to rehabilitate a feeder road of about 1.5 – 2.0 km, including construction of drainage structures. The names of the feeder roads and the contractors are presented below.

In addition, another set of five contractors, who had never been trained on labour-based methods was selected for training. However, considering the short time available to the end of the Project in December, 2010, they could only be trained on minor drainage works for feeder roads (pipe culverts and drifts). The standard ILO training for supervisors takes about four months but less than two months were available. Their training will be completed in the first quarter of 2011, depending on the availability of funds. Each of the five firms was represented by the MD and two supervisors, as in the first case. After the classroom training, they were awarded drainage contracts. The list of contracting firms and the culverts are listed below.

*Job Creation*

One of the primary objectives of QIEC Project is to create immediate employment opportunities for the rural communities. Prior to the commencement of the work, a labour availability survey was conducted, which not only showed that the labour was available but that the people were willing to work in the construction site. It was also revealed that there were no religious or cultural inhibitions that prevent men and women from working together nor was there any problem with women working on a construction site. The men also had no problem with earning equal wages with the women.

Again, discussions were held with the community youths and the contractors, at the various communities through which the selected roads traverse, before construction started. This made it possible to have a harmonious relationship all through the period. Based on the above, each of the five contractors on rehabilitation was able to build up labour to 65 making a total of 325 unskilled persons employed. However, this is far from the potential in feeder road rehabilitation, where labour can be built up to 120 – 150 per contractor. Labour could not be built up as possible because the Project was phased according to availability of funds. Thus the first phase could not accommodate gravelling, which was introduced only during the second phase. If it had been included in the first phase, all the activities would have been going on simultaneously, requiring more labour.

*Wages*

An analysis of the records kept by the contractors shows that during the first phase, total of Le 366,806,931 (about USD 90,000) was paid to the contractors for the trial contracts out of which Le 121,532,000 (about USD 30,000 or 33%) constituted wages. During the second phase, a total of Le 212,662,703 (about USD 52,000) was paid to the contractors out of which they used Le 85,036,000 (about USD 21,000 or 40%) to pay wages.

It was not possible to assess the impact of injecting large financial resources into the local economy within the limited area coverage. However, it is clear that the effect would be significantly positive.

*Training of Engineers*

As part of its strategy, the Project has trained engineers drawn from SLRA (2), NaCSA (1), Ministry of Agriculture, Forestry and Food Security (2), Makeni City Council (1) and Bombali District Council (1). In addition, two nationals recently recruited by the Project, also participated in the training. This is only the first set of trainees. The Project proposes to build up adequate institutional capacity in the country before it comes to an end.

*Equipping the contractors*

As part of the support for the contractors after their training, each of them will receive a pedestrian roller, one tractor and two trailers, worth about USD 43,000, on a revolving loan basis. The contractors can only pay for this set of equipment if jobs can be guaranteed to them. The equipment is expected before the end of January 2011. Roughly calculated, each contractor should be able to get 20 – 25 km of feeder road for rehabilitation, and to be able to pay back the loan and make it possible for more contractors to acquire their own equipment. The trained contractors should be able to complete the 20 – 25km within two years.

*Synergy with other UN Agencies*

In the spirit of Delivering-as-One, QIEC has sought synergies amongst UN agencies to achieve greater impact. For example, the collaborating with UNIDO aims to enhance the value chain through its support to the Binkolo Growth Centre. One of the problems of the Centre is the poor access experienced by its suppliers of raw materials. QIEC Project has rehabilitated one of the feeder roads and has constructed culverts on two others in the area; it is hoped that the rehabilitated road will be extended while those on which culverts have been built, will also be rehabilitated. All these are subject to availability of funds.

*Other Socio-economic Benefits*

When the implementation of the trial contracts commenced, youths and parents in the communities started sending messages to their children and siblings in Freetown to start coming home as work was now available. However, this was not encouraged as the Project was only at the Pilot phase and its funding situation was not certain. It was clear that the number of returnees would have far exceeded the labour requirements for the Pilot phase and may create disappointment for the returnees.

Where possible, ILO encourages labour-based to work together with Local Economic Development (LED) and this association has been found to catalyse the development of the rural dwellers. It has not been possible to undertake this in this Project (although it was planned and a document produced for it), due to lack of funds.

The project has received requests from communities to extend the roads to them. Only one community’s (Rosint) such request could be satisfied because the road alignment passed through the village.

Strengthen agro-industrial growth centres (UNIDO)

The training component in construction skills is 80% complete and the original target of 100 youths to be trained in various skill related to building construction will be met[[2]](#footnote-3), but other targets relating supply of raw materials by 200 farmers/out-growers and retailing of farm inputs and finished products by 500 youth and women will not be met. This is mainly because processing and packaging activities had to be temporarily suspended until the ‘demonstration’ warehouse and repair works were completed - a measure that was taken to avoid contamination of the food products by dust, cement or other building materials being handled on the same premises.

Procurement and/or (re)installation of processing equipment such as cassava roasters, palm fruit boiler, steam and solar driers is nearly complete. It is anticipated that many more youth and women will be employed than originally targeted by the end of the year when the Growth Centre is expected to be fully operational.

The support and participation of local government authorities, including the Mayor of Makeni, his Chief Administrator, the Chairman of the Makeni District Council, local; ward councilors continue to demonstrate the interest and positive contribution the project makes to a real and felt need in that rural area.

It is important to note that ILO supported the construction of one feeder road linked to the Binkolo Growth Centre. This will undoubtedly open up market opportunities and sully routes of raw materials to the centre. Useful lessons can be learnt from such efforts to link multiple (and often small) UN interventions to create a bigger impact at community level.

It is also important to note that UNAIDS coordinated another SL-MDTF project funded under UN Joint Vision Programme 18 also had the Binkolo Growth Centre as one of its six target centres (see next section). That project set up solar-powered Business Information and Communication (BIC) platforms/facilities in the Binkolo Growth Centre, resulting in a massive community-wide attraction to the centre for access to computer and audio-visual training in HIV/AIDS prevention, non-gender based violence and other cross-cutting themes.

HIV in the Workplace (UNAIDS)

With regard to the overall project deliverables:

1. Development of HIV workplace programmeIntegrated into the QEICP Feeder Roads Project
2. Training of 10 Labour Contractors as HIV Peer Educators

For Deliverable 1: This has been completed; a HIV workplace programme has been developed and integrated into the QEICP Feeder Roads Project. The QEICP Project managed by the Sierra Leone Roads Authority SLRA supports small-medium scale private contractors to carry out rehabilitation and maintenance of rural feeder roads. Staffs from were trained in technical, administrative and financial aspects of road rehabilitation and maintenance.

Utilizing this opportunity the National AIDS Secretariat with support from UNAIDS forged a partnership with SLRA and ILO to include a HIV/AIDS component into their existing trainings. SLRA and ILO recognizing that it is critical at the initial phase of implementation to include a HIV workplace programme to assist organization’s position and practices in preventing the transmission of HIV and for handling cases of HIV infection among employees.

For Deliverable 2: this has been completed; however, due to a scale-up in the QEIP programme more Labour Contractors were employed, an increase from the original 10 to 30, thus resulting in an increased number attending the HIV training workshop. The training was convened over two days (October 15th – 16th 2010) and focused on:

* Epidemiological situation of HIV and AIDS and the HIV modes of transmission and prevention
* National instruments on HIV and AIDS and the World of Work (Sierra Leone Workplace Policy on HIV and AIDS) and in particular the new International Labour Standard on HIV and AIDS
* Practices and tools for mainstreaming HIV and AIDS services in the workplace (including educational and behavior change communication campaigns, condoms distribution, STI testing and voluntary counseling and testing for HIV)

Although both deliverables have been completed, the outcomes against these deliverables are more difficult to quantify at time of reporting. The challenge is that the project was designed to have two phases to be completed by 31st December 2010. The first phase concentrates on training of labour contractors as HIV peer educators; this has been successfully completed. The second phase concentrates on follow-up assessments on the labour contractors as HIV Peer Educators to identify how much knowledge they have passed to their staff and if they have adopted any of the HIV prevention tools for their respective project sites.

The challenge has been with delays in implementation of the ILO’s QEICP resulting in momentary closure of the project sites where the second phase of the HIV programme is to be implemented. However the sites are presently being reactivated and the second phase of the programme will be completed by March 2011.

Outcome 1: Enhanced knowledge/skills of Labour Contractors as HIV Peer Educators

The first phase of the project has proved to be very successful; the training was comprehensive, informative and extremely participatory.

The Labour contractors expressed understanding at the relevance of HIV prevention in a work environment not just as a health or social issue. Importantly the training helped to dispel and address many myths surrounding HIV, with a number of the labour contractors admitting that they were in denial about the existence of HIV and AIDS. The labour contractors stated that before the training they were unaware of their role and responsibility to their employees and with support from the facilitators identified ways in which they could adopt simple policies and procedures to address HIV in their respective work-places.

* No. of Labour Contractors trained and training as HIV Peer Educators: 30

Outcome 2: To improve the knowledge base, practices and institutional mechanisms available for the effective implementation of HIV prevention interventions in association with infrastructure projects.

As highlighted above the labour contractors were trained as HIV Peer Educators and committed themselves at the training to adopt and implement basic HIV services in their respective sites, however due to some challenges with the overall QEIP programme, a number of the sites are not fully operational and the labour contractors have been unable to implement on their commitment

* No. of employees trained/sensitized (unknown requires second phase of implementation)
* No. of operational VCCT Centres established (as above)
* No. of employees undertaking voluntary counseling and testing (as above)

Youth Sexual Reproductive Health (UNFPA)

# This component achieved the following outputs:

* Four young people were contracted and trained as team leaders
* Team leaders conducted stakeholders inception workshop in each of the four villages selected in Binkolo and identified 20 community based motivators (five per community). The community based motivators were then trained.
* At inception of the project a Knowledge attitude and practice survey was conducted to ascertain the level of knowledge and information of the target population in the various chiefdoms in Binkolo and to identify the gaps in knowledge on family planning and STIs amongst young people
* 3720 young people were reached and now have correct information on ASRH and STI prevention. Awareness was raised in the different communities through a township march past. Banners and posters with messages on family planning and STI were made by community youth. Speeches were made by community leaders and there were drama and song performances by the youth.
* Number of young people utilizing STI/HIV and RH services:
  + 819 clients – Family planning
  + 272 clients – Sexually Transmitted Infections
  + 4500 – counseling on SRH issues

# Future Work Plan

Youth Employment and Empowerment (UNDP)

All allocated DaO funds were expended in 2010 and the deliverables and results were achieved. Since the DaO resources were to strengthen existing UNDP projects (2010-2012), each DaO output will be complemented by other resources.

*Deliverable 1)*

While the DaO contributed to the procurement of office facilities and equipment for the NAYCOM main office, the refurbishment of the premise is funded by the UNDP Youth Employment Regional Programme (YERP). The work will be completed by April 2011 with technical support provided by the MWHI. Additional funds are required to build and enhance professional capacities of the Board members and office staff.

*Deliverable 2)*

With the resources from DaO, the TECVOC Skills Development Programme has been successfully completed for 2009 and 2010. In 2011, the graduates who completed the skills training will participate in Business Development Service training and career counseling to enable them to gain access to employment and self-employment opportunities. This follow-on activity will be funded by UNDP Sierra Leone core resources. Additional funds are required to establish CAPS at nine TECVOC institutions.

*Deliverable 3)*

In 2011, the result of District Based Opportunity Mapping in five districts will be utilized to establish Business Service Support Centres (BSSCs)/EONs in five districts funded by UNDP core resources. At the BSSCs, youth can access essential advice and coaching to start up and/or expand their businesses. Additional funding is required to conduct the District Based Opportunity Mapping and to establish BSSCs/EONs in the remaining 9 districts.

*Deliverable 4)*

The two CAPS Centres established at the FBC and Njala co-supported by the YERP will be operational by March 2011. The running of the two CAPS Centres will continue to be supported by YERP and UNDP. Additional funds are required to establish CAPS Centres at two more university campuses

*Deliverable 5)*

The Impact Assessment report produced will be shared among the key development partners, implementing partners and line ministries to disseminate the best practices and lessons learnt. Additional funds are required to establish an M&E and Research Unit within the NAYCOM for more regular and institutionalized research exercises.

Quick Impact Employment Creation (ILO)

The project document shows that the project requires about USD 2.3 million for its activities in 2011, in addition to USD 1,000,000 needed for a broader local economic development component (LED). The QIEC project has shown effectively that it has great potential for creating employment in a very short term. Not only does it help to restore infrastructure destroyed during the war but 30% and 40% of the total contract sum goes to the communities as wages. One can only imagine the effect of such ‘stimulus package’ to the rural economy if the potential of labour-based method is fully explored in combination with LED.

The project was originally designed to cover three districts in the first three years, followed by a nationwide expansion. Funds secured could only last the Project for six months, with a limited scope of operation in Bombali District. Unfortunately, this can only be possible with availability of funds. It is therefore necessary that government, the UN system, multilateral and bilateral donors should intensify efforts to mobilize funds to ensure that the hopes of the rural communities will not be dashed after raising so much expectations.

Strengthen agro-industrial growth centres

Between January and March 2011, the training in construction skills will be completed. A number of monitoring visits will be made and meetings held with stakeholders to discuss project impact, post-project arrangements that will lead to resumption of production/processing activities in the centre. A special commissioning and certification ceremony will be held in March/April in collaboration with the Ministries of Trade and Industry and Youth Employment

The growth centres still need some assistance to finalise their business plans and professionalise their management and marketing structures. Additional funds are being sought for this purpose.

HIV in the Workplace

The following activities will be completed in the first quarter of 2011:

* Site/field visits to 10 project sites (completed February/March 2011)
* A follow up assessment to ascertain the impact of the intervention in relation to the guiding benchmarks with particular reference to the intended outcome (completed February/March 2011)

Youth Sexual Reproductive Health (UNFPA)

Following the overwhelming response from the young people in Binkolo, the project would like to expand to the entire district and even beyond to the other 12 districts. The project activities will continue under UNFPA support to ensure continuity of information and clinical services through static clinic and outreach approach services in Binkolo. Additional funding will be needed through resource mobilization to scale up the Binkolo achievements.

# ABBREVIATIONS

BSSC Business Service Support Centre

CAPS Career Advisory and Placement Service

EON Employment Opportunity Network

FBC Fourah Bay College

ILO International Labour Organization

MEYS Ministry of Education, Youth and Sports

MOFED Ministry of Finance and Economic Development

NAS National AIDS Secretariat

NAYCOM National Youth Commission

QEIP Quick Impact Employment Intensive Project

SL-MDTF Sierra Leone Multi Donor Trust Fund

SLRA Sierra Leone Road Authority

TECVOC Technical and Vocational Training

UCO UNAIDS Country Office

UNAIDS Joint United Nations Programme on HIV/AIDS

UNDP United Nations Development Programme

UNFPA United Nations Population Fund

UNIDO United Nations Industrial Development Organization

YED Youth Enterprise Development

YERP Youth Employment and Regional Programme

1. ‘Quick Impact Employment Intensive Project (QEIP)’ led by the Government of Sierra Leone in collaboration with the International Labour Organization (ILO). [↑](#footnote-ref-2)
2. 52 youth completed the full 6-month training and will receive certificates at the end of the project. The rest didn’t participate satisfactorily to qualify for certification, but they nevertheless benefitted from some training in construction skills. [↑](#footnote-ref-3)