



Federal Democratic
Republic of Ethiopia



Project Title: Ethiopian National Volunteer Community Service Programme

Project Proposal ID: 00129516

Implementing Partner: Ministry of Peace

Start Date: July 1, 2020

End Date: June 30, 2021

PAC Meeting date: 30, July 2020

Brief Description

The unprecedented youth bulge presents both an opportunity and a threat for Ethiopia. While there is no straightforward causation between a youth bulge and certain positive or negative socio-economic and political outcomes, the rise in the number of young people with limited economic opportunities and participation in socio-political processes is a cause for concern. The country can tap into its young population to sustain economic growth and development that could power generations to come. However, this growing youth population could also become a threat that could spell doom to peace and stability. Indeed, without tangible and strategic youth centred agenda, the country is at the risk of political, security, economic and social implosion. In response to this daunting challenge and to tap into its growing youth population, foster a sense of national unity, integration, build a cohesive society at peace with each other, the Government of Ethiopia has launched a Ethiopian National Volunteer Community Service Programme. The Programme aims to promote a culture of public service, to foster national integrity, to enhance respect for diversity, social cohesion and peaceful coexistence, thereby contributing to sustainable peace and stability in the country. Further, the programme will serve as a platform to empower the youth through the acquisition of knowledge and skills and by enhancing their employability and entrepreneurship capacities. The Programme will form a central component of UNDP's strategic interventions addressing the youth and enabling them to constructively engage and contribute to the development and governance processes in Ethiopia. Under the leadership of the Ministry of Peace and in close partnership with other stakeholders, and with the technical support from UNDP, the Programme will strive to achieve the following inter-related and complementary outputs:

- i. A National Volunteers Community Service Programme institutional and policy framework developed and put in place;
- ii. A culture of voluntarism, national harmony, social cohesion and integration promoted benefiting both service members, hosting communities and the public at large;
- iii. Ethiopian youth empowered to constructively engage in national development and governance processes and to be champions of peace and contribute to nation building, to peaceful co-existence and sustainable peace

Programme Period: July 1, 2020 – June 30, 2021		Total resources required:		USD 47,000,000		
Expected UNSDCF/CP Outcome(s): By 2025, all people in Ethiopia live in a cohesive, just, inclusive and democratic society. UNSDCF (2020 -2025) Output1.1: Young people, especially those left behind in education and employment, are equipped with the knowledge and skills required to access decent jobs and participate in civic life. Related UNDP SP Outcome/Signature Solution #2: Accelerate structural transformations for sustainable development Expected CPD Output (S): Output 1.2, UNDP Strategic Plan (2018-21) output (IRRF 2.2.3) All people in Ethiopia enjoy the rights and capabilities to realize their potential in equality and with dignity.		Total resources allocated:		USD 25,439,102		
		Funded:		UNDP Trac:		USD 1,000,000
				Donor:		USD 1,000,000
				Government:		USD 23,439,102
		Unfunded:		USD 23,560,898		
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Agreed by the Ministry of Peace:		Signature: _____		Date: _____		
Agreed by UNDP:		Signature: _____		Date: _____		

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Background and Situation Analysis

The population of Ethiopia has been on the increase for the past several decades. From the 1960s, Ethiopia's population has been growing at an average of 2.5% annually. It grew from 22 million people in 1960 to more than 102 million people in 2016.¹ Going by the present forecast, Ethiopia's population will rise to 116.7 million by 2022 and 145.7 million by 2030.² Ethiopia is also experiencing the second largest youth bulge on the African Continent, with 70% of its population below the age of 30. The unprecedented youth bulge presents both an opportunity and a threat for Ethiopia. While there is no straightforward causation between a youth bulge and certain positive or negative socio-economic and political outcomes, the rise in the number of young people with limited economic opportunities and participation in socio-political processes is a cause for concern. The country can tap into its young population to sustain economic growth and development that could power generations to come. However, this growing youth population could also become a threat that could spell doom to peace and stability. Evidence from neighboring countries and recent youth restiveness points to the dangers of leaving youths at the margins of political participation, economic development and social change.

The socio-economic and political environment has not always afforded the youth a fair chance to pursue quality education, relevant skills or obtain decent livelihoods.³ Policies, programmes and initiatives that predominantly address issues including unemployment and to a lesser degree political and social participation, have not been able to adequately tackle structural inequalities, design avenues for meaningful cooperation and negotiation between youth and the state. Ethiopia has experienced an alarming increase in youth unemployment over the past twenty years. Youth unemployment for the 15-29 age group is considerably high. In urban areas, youth unemployment goes up to 21.5 percent for the same age group. Urban youth face significant disadvantages compared to adults in the labour market. These high figures reflect both the rural-urban migration of unskilled or semi-skilled young workers as well as fresh high school and tertiary graduates seeking employment opportunities in urban centres.⁴

In Ethiopia women and young girls are not provided with equal opportunities just like males. Negative attitudes about the girl's education and empowerment is affected by various factors including attitude and practice by parents and weak implementation of policies. Consequently, their participation in education, community affairs, civic engagement, local decision-making, and conflict prevention/peace building is negatively affected.

This demographic is also characterized by vast differences in terms of challenges faced such as access to resources, socio-economic opportunities, and participation in decision-making processes. The level of disengagement experienced by young people should serve as a serious warning signal for the rest of Ethiopian society. This emanates from a range of reasons including in the number of jobs available, the poor education and training which has been available to most young people, lack of sustainable livelihood/employment opportunities, and excess of social and psychological stresses. While this disengagement is seen most clearly in the levels of youth unemployment, it is also evident in many other ways such as limited participation in political processes, the vulnerability of young people to becoming involved in anti-social behavior such as crime and substance abuse and their profound disillusion with society. This has in turn led to disenfranchisement and frustration among the youth, which are increasingly manifesting in irregular migration in pursuit of better economic opportunities, sporadic violence, political agitation and criminality especially in urban centers.

After the 2015 elections, Ethiopia witnessed heightened spate of violence and protests mostly from youth groups demanding freedom, dignity, equal opportunities, and political and socio-economic reforms across

¹ Institute for Security Studies, and Frederick S. Pardee Centre. Ethiopia Development Trends Assessment. USAID, March 2017.

² As above.

³ USAID, Ethiopia Cross-Sectoral Youth Assessment Situational Analysis January 5, 2018 p 1.

⁴ OECD, Key Issues Affecting Youth in Ethiopia, <https://www.oecd.org/dev/inclusivesocietiesanddevelopment/youth-issues-in-ethiopia.htm>

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different spheres of Ethiopian public. Despite the reforms put forward by the new Administration of PM Abiy Ahmed, political and ethnic violence has continued in several parts of the country. At the centre of the new and emerging conflicts are vulnerability of young people who are easy prey for political and ethnic mobilisation, and who are already frustrated over limited economic opportunities, exclusion of one way or another and lack of platforms for expression and participation. Of great concern is the rise in ethnic intolerance and agitation especially among the youth that threatens social cohesion, unity and accommodation of diversity of Ethiopians.

The actions of young people have created holes in the social fabric of Ethiopia, providing easy access for ethnic mobilization and irredentist sentiments - emerging ethnic focused expression are finding its way across the minds of youth thereby threatening peace, national unity, integration and social cohesion in the country. This cyclical and ongoing youth dissatisfaction and agitation despite the new reform agenda of the government underscores that Ethiopian youths are vulnerable and easy targets for political machinations. The vulnerability of the youth to manipulation and abuse underscores the double-edged nature of their position as, potentially, a force for positive and negative energies depending on how they are nurtured and guided.

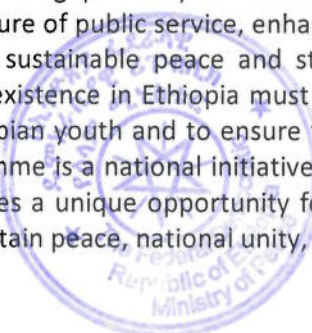
Rationale for a National Voluntary Community Service Programme

Without tangible and strategic youth centred agenda, Ethiopia is at the risk of political, security, economic and social implosion. Previous and current governments have attempted and adopted several policies and initiatives aimed at harnessing the youth demography including those aimed at addressing some of the structural causes of emerging conflicts. In 2004, Ethiopia has developed a National Youth Policy, which marked a major step in recognizing and promoting the rights and interests of young people. The policy aims "to bring about the active participation of youth in the building of a democratic system and good governance as well as in the economic, social and cultural activities, and to enable them to fairly benefit from the results". Nevertheless, efforts to address youth challenges and put Ethiopian youth at the center of development agenda were either limited in scope/reach or lack focus and sustainability, and thus failed to draw the critical linkage between youth, unemployment and restiveness. Most of these initiatives were /are ad hoc, largely uncoordinated and have not addressed the challenges of youth restiveness and unemployment in a fundamental way. In fact, the policy and strategies lack the vigor and the scope to accommodate what the present scenario requires, and as such couldn't respond adequately to contemporary youth issues. Hence, the policy orientation and commitment has resulted in little improvements in Ethiopia's youth engagement in development and political participation.

In view of the country's current context and bold development transformation vision, but also to tap into its growing youth population, foster a sense of national unity, integration, build a cohesive society at peace with each other while empowering youth, it has been found important to make deliberate efforts to broaden space for youth engagement and participation in the development process and create a sense of shared prosperity, strengthen social cohesion and sustain peace and stability. Hence, in response to the current political and governance reforms that call for a more inclusive development processes that is fully aligned to the needs and aspirations of the Ethiopian youth, the Ethiopian government has embarked on the development and implementation of the Ethiopian National Voluntary Community Service Programme.

The Ethiopian National Voluntary Community Service Programme (ENVCSPP) seeks to enhance coordinated and sustainable youth engagement focusing primarily on services to communities, country and fellow citizens. In so doing, it strengthens a culture of public service, enhances social cohesion and unity, respect for diversity and therefore, contributes to sustainable peace and stability in the country. Efforts to ensure conflict transformation and peaceful coexistence in Ethiopia must be people and youth centred, to address the retinue of challenges faced by Ethiopian youth and to ensure that they are included into the economic, social and political spheres. This programme is a national initiative designed for all Ethiopian youth who are eligible to participate; as such, it provides a unique opportunity for the Government of Ethiopia to engage young people as part of its effort to maintain peace, national unity, integration, and social cohesion.

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Its relevance is anchored on its goals and objective but also strongly linked to the broader potential impacts across Ethiopia's economic, socio-cultural and political sphere, as elaborated below:

- a) The current socio-political and economic context of Ethiopia dictates that a coherent and well-designed initiative targeting the youth as enablers and contributors to national cohesion, unity, peace and development must be adopted and implemented. The Prime Minister recognizes that any effort to ensure peaceful coexistence in Ethiopia must be people and youth centered, so as to address the retinue of challenges faced by Ethiopian youth and to ensure that they are included into the economic, social and political spheres towards a more united peaceful and integrated Ethiopia. Engaging the youth being the heart of the new reform agenda, the proposed programme will contribute to promoting sustainable peace, reconciliation, inclusion and social cohesion in Ethiopia by creating platforms for the youth constructively engage.
- b) The growing youth bulge is economically an opportunity for Ethiopia especially in view of the ongoing reforms - the National Community Service Programme presents an opportunity for Ethiopia to tap into the huge youth bulge in shaping the future of the country. Implementing this programme is equally a response to political warning given the recent upsurge in youth unrest and political uprising that have culminated in violent conflicts and growing ethnic intolerance;
- c) As new forms of markets begin to open, which require new types of skills and capabilities. Although the central focus of the youth service programme is on national unity, integration and social cohesion, its complementary objective is linked directly to economic opportunities, life skills development and youth empowerment. The retinue of Services Members who will gain critical knowledge and skills from their training, and attachment to host organizations will contribute to filling the skills and capacity gaps that will emerge from the new reformed Ethiopia.
- d) The proposed programme will provide additional values to the communities through community services - the community service component is an important part of the overall equation towards the goal of national integration and social cohesion because it comes with services to the communities that are not originally the home of the service member. Through such service, the identity question and the reconciliation of internal identity conflict will likely be resolved because members will be able to better know and understand each other, and communities will appreciate members' contribution to their communities. Interaction between communities and service members can help diffuse existing ethnic stereotypes and assumptions and elevate the understanding of all involved into a new plane of nationally shared vision and unity.

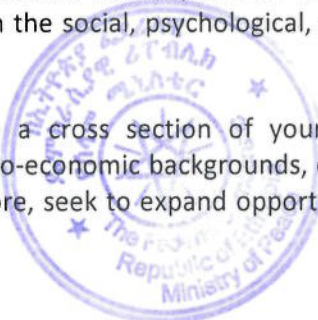
Core Values and Principles

The engagement of young people in the national community service programme is underpinned by the following core values and operational principles:

Integrated and holistic approach to youth development: With a growing ethnic nationalism and the current transition to participatory democracy, many young people have struggled to develop an identity that is "Ethiopian" rather than one that is geographically or ethnically defined – hence the promotion of a common sense of nationhood is central to the Programme. Further, ENVCS should aim to build the character and competence of young people by focusing on the social, psychological, economic, cultural as well as political aspects of their development.

Inclusiveness: The ENVCS should engage a cross section of young people – unemployed, students, disaffected, disabled – from a variety of socio-economic backgrounds, educational attainments, cultures and religious beliefs. The ENVCS should therefore, seek to expand opportunities for all young people who wish to serve.

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Collaboration and partnerships: The ENVCSPP will adopt a national character as a strategy for implementation and will ensure that all regions of Ethiopia are equitably and proportionally represented. Hence, the programme requires the full participation of a wide range of different but inter-connected institutions, actors and stakeholders to be effective. Although it is a national programme in scope, its implementation will cut across different regions and communities throughout the country. Therefore, the program will collaborate and partner with the private sector, communities, foundations and philanthropy organization, civil society organizations, youth associations to achieve its dual objective of national unity, integration and social cohesion on the one side, and building entrepreneurship and employability skills on the other side.

Right based approach: The National Voluntary Community Service Program will adopt a Rights-Based Approach (RBA) which is based on the premise that although the GoE is creating the programme as a platform to foster national unity, integration, and social cohesion, whilst enhancing the employability and entrepreneurship skills and capacities of Ethiopian youths, it remains the right and decision of qualified youth to participate. This approach also recognizes that the decision to participate should be linked to the incentives and benefits for qualified youths.

Gender and special considerations: The programme takes into consideration the differentiated capacities and capabilities of Ethiopian youths as a result of physical challenge and gender, particularly for women and youths with disability. The programme is therefore, designed to ensure that women and youths with disability have the rights to access and participate in the National Voluntary Community Service Program like every other youth. Specific number and quota will be designated for women, people with disability, and special groups in proportion to the overall number of service members. The programme will consider 40% of the participants to be female volunteers.

Incentives to support participation: A range of incentives during and after service will be provided and may take the form of: a stipend that allows for travelling, food, uniform and accommodation; accumulation of credits towards part or full qualifications; business loans for SMME's to support potential entrepreneurs; reference letters for preferential consideration in employment; and educational awards to allow for access to Further Education and Training;

Job placement: Upon completion of a three months training, successful ENVCSPP graduates will be given the opportunity to enter a nine months job placement programme in the private or public sector, civil society and others. The job placement will be linked to the graduates' skills, qualifications, and interests. The scheme will be co-funded between the government and the hosting entity. Should the ENVCSPP graduates be retained by their hosting entity for a full 12 months following their graduation from the programme, the employer shall benefit from a financial incentive (e.g. tax breaks for private sector companies or additional annual budget for public sector entities).

Linkages with Other Initiatives

The programme is directly linked to GoE development vision, plan and specific outputs as articulated in the *Ten-Year Perspective Plan* (draft) and the *Ethiopia National Youth Policy 2004*. The Youth Policy calls for the creation of conducive legal, policy, strategy and programme environment that enable youth to participate actively in and benefit from socio-economic, cultural and political activities of the nation. Such a condition would allow young people to 'assimilate' and develop cultures of tolerance, dialogue, living together, mutual respect as well as advocating peace and actively participating in their implementation, and fairly benefit from their fruits.

The proposed programme also fits within the peace, reconciliation, inclusion and social cohesion agenda of the GoE, which places a premium on ensuring that Ethiopians - young and old live together in peace and harmony with respect, mutual understanding, and appreciation of both ethnic and national character of the

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country. It provides a unique opportunity for the Government of Ethiopia to engage young people as part of its effort to maintain peace, national unity, integration, and social cohesion.

Further, the Programme could be a vehicle to realize Ethiopia's commitment to achieve its global commitments as indicated in the Agenda 2030 and the continental commitment as contained in the AU Agenda 2063. The ENVCS as a youth empowerment initiative, perfectly fits both with UN Joint Vision programme on youth employment, and the Joint Response on Youth Employment by development partners. Youth empowerment and promotion of sustainable peace and social cohesion are priorities UNDP as well. The UNDP, guided by the global UN Policy on *Post Conflict Employment Creation, Income Generation and Reintegration* and the UNDP/ILO *Global Jobs Pact*, has experience globally working with governments, the private sector and civil society on youth empowerment and peacebuilding. Global, regional and national experiences particularly UNV experiences and youth focused programs could offer valuable experience, knowledge and skills in managing and implementation of a programme of this nature. The Programme will be reaching out and learn from these experiences.

Experience shows that institutional response to youth employment and to promote their constructive engagement in political/governance process has faced several challenges. Thus, a systematic, researched and holistic approach has paramount importance to ensure greater impact and sustainability. UNDP will bring considerable hands-on experience in Ethiopia in the technical area of youth employment, dialogue for peace, institutional capacity development, policy development, coordination and project management. UNDP has established working relationships with several of the actors and has also the institutional capacity to provide the required policy advisory and technical backstopping support. Through combined knowledge sharing with all actors, project interventions will be progressively improved, policies will be consistently relevant to the current situation and there will be no significant capacity gaps in a critical part of the youth empowerment and political participation.

Programme Goal and Objectives

This programme is one among comprehensive approaches to youth designed to ensure that the special needs of young people are not marginalized in Ethiopia's national development effort. The overarching objective is to promote national union (integration), foster peaceful coexistence, social cohesion and sustainable peace, while empowering the youth by way of building their assertiveness, employability and entrepreneurship capacities required to contribute to Ethiopia's socio-economic development.

The ENVCS will provide a long-term and effective means of developing the abilities of young people through voluntary community service and learning. The programme will ensure that young Ethiopians will have a valued and significant role to play within their communities and that they enjoy access to the opportunities they require to make a healthy transition to adulthood. Further, it aims to provide opportunities to the Ethiopian youth through which they can contribute their share to the country's development objectives. In that sense, the programme aims to achieve complementary objectives, fostering a sense of Ethiopian patriotism, desire to serve in communities among the Ethiopian youth, foster national harmony, strengthen solidarity among common citizens, an appreciation of the 'other' – those who are different from them.

More specifically, the programme aims to achieve the following overarching objectives:

- (i) promote national harmony, social cohesion and integration by fostering constructive engagement and peaceful co-existence among youth;
- (ii) empower Ethiopian youth by inculcating in young people an understanding of their important role in Ethiopia's development, to assist them to participate constructively in community reintegration and nation building and to develop pro-social behavior;
- (iii) promote voluntary community service benefiting both service members and hosting communities;

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Programme Scope and Implementation Approach

The Ethiopia National Volunteer Scheme will be national in scope covering all regions, though the government may wish to pilot it at initial stage. The programme shall entail different components and cycles, which qualified and eligible youth will go through different stages - from the application process to the passing out ceremony where certificates will be issued to each service member. It assumes voluntarism, and it will target job-seeking students in tertiary institutions and TVET graduates between the ages of 18-35 (with the expectation that the cohorts will be skewed towards the lower end of the range (20-25), who will choose to be trained in various aspects of community development and peacebuilding/social cohesion.

Given Ethiopia follows a federal form of Government, and to ensure that the objectives of national building are mainstreamed, programme participants will be deployed outside of their regions of origin. Equitable regional representation including gender and disability will be key determinants in the selection and deployment of programme participants⁵. The programme proposes a three- month in camp training that will require multiple strategies involving the coordination of several arms of government, sector ministries, civil society organizations and academia. Detailed training curriculum based on talent identification will be applied for organizing and offering tailored skills training. Central to this curriculum will be cultivating positive attitudes, critical thinking, nurturing cultural exchanges with a view to promote mutual understanding, respect and social cohesion.⁶

Programme Theory of Change

The ENVCS is a youth empowerment programme aimed at contributing to providing opportunities to the Ethiopian youth take part in the political, security, economic and social transformation. The programme assumes that the role of the youth has been challenged by lack of clear policy orientation and tangible programmes leading the youth to actively contribute to the country's development agenda. Unemployment, limited political and social participation, level of disengagement, excess of social and psychological stresses, heightened spate of violence and protests have been critical factors requiring demand driven responses both in the form of process and outcomes levels. The process being empowering through providing opportunities for the youth to develop skills and become problem solvers and decision makers, the outcomes or the core of this programme would be to support Ethiopia's the government of Ethiopia to untap potentials of the Ethiopian youth to ultimately be part in the civic and political life of the Ethiopian society by way of creating a culture of diversity, trust and produce more broad-minded youth that sustain increased social interaction and who resist violence and irrationality.

The programme emphasis on building national identity and diversity to ensure the rights of the young, minorities and people with disability. Hence, increased sense of Ethiopian identity will be built through increased awareness and recognition of all other fellow Ethiopians. Drawing directly from the overall objectives, the Programme is guided by the "Theory of Change" that:

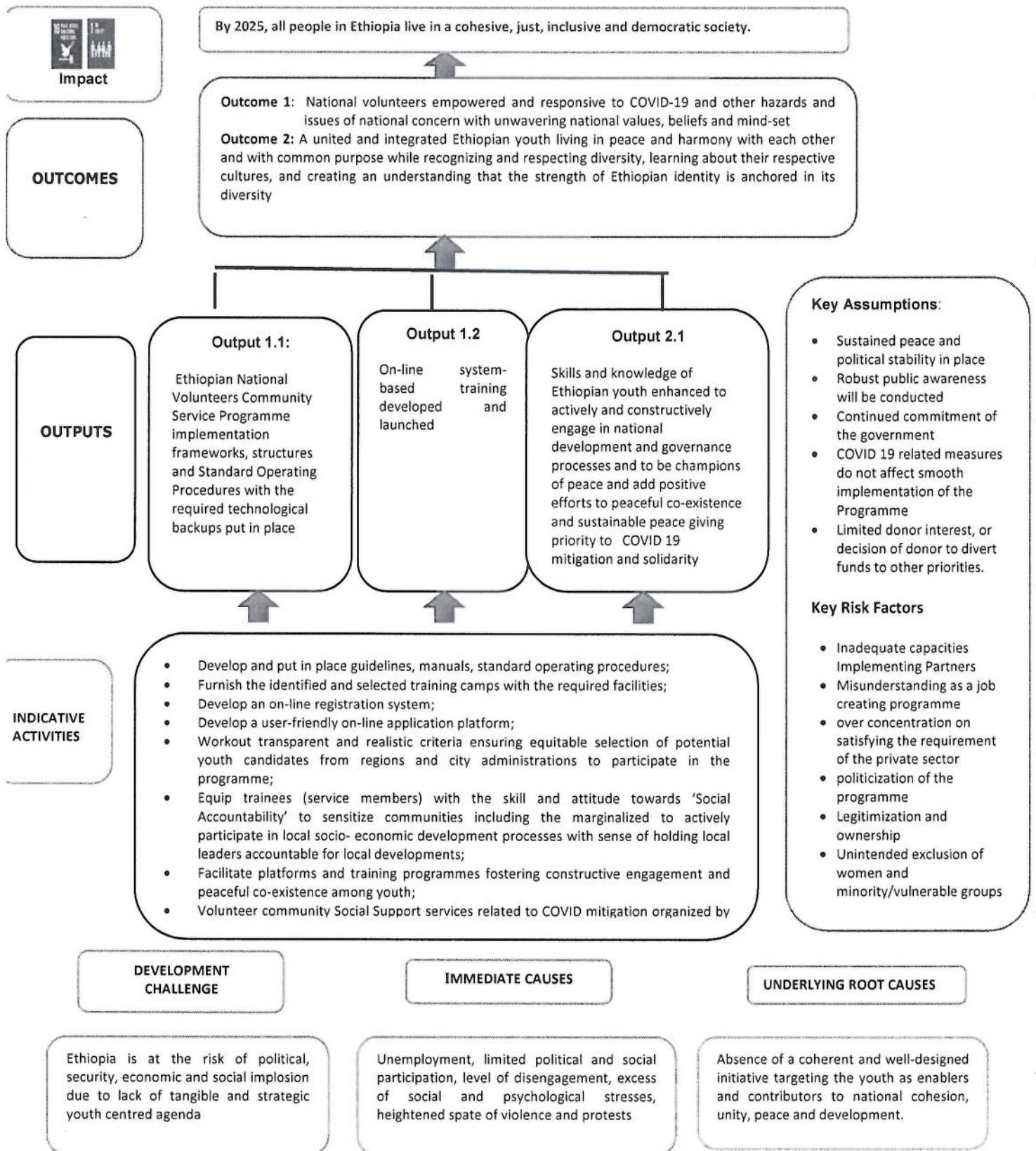
A robust, attractive and gender sensitive National Voluntary Community Service Programme that recognizes Ethiopian national character, identity and diversity with measures taken to ensure that the rights of women and minorities including people with disability are recognized across the different elements of the programme while ensuring participation of all regional states and administrative cities, the private sector, the non-profit sector, and Ethiopian communities, then a peaceful, united and integrated Ethiopia will emerge through a socially cohesive and culturally diverse and respectable Ethiopian communities that recognizes and respects its diversity while empowering its youths to contribute meaningfully to Ethiopian development and transformation agenda.

⁵ Special arrangements must be devised for girl students and other students who are physically challenged

⁶ A full-fledged curriculum will have to be developed for the different cohorts - one for each group/programme

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Expected Results and Outcomes

While the description provided above represents the broad programme as a whole and the project to be supported in the interim period has specific deliverables. This holds true also for project management arrangement and other implementation details. To achieve the above-mentioned objectives, the programme will implement the following activities with the corresponding intended outputs and outcomes.

Outcome 1: National volunteers empowered and responsive to COVID-19 and other hazards and issues of national concern with unwavering national values, beliefs and mind-set

Output 1.1: Ethiopian National Volunteers Community Service Programme implementation frameworks, structures and Standard Operating Procedures with the required technological backups put in place

Indicative activities:

- Develop and put in place guidelines, manuals, standard operating procedures;
- Furnish the identified and selected training camps with the required facilities;
- Develop online application and E-learning platforms and upload Audio video training recording adaptive to cell phones;
- Establish service members database;
- Establish counterpart governance at Regional and Woreda Peace and Security Offices, and build the institutional capacity;
- Explore opportunities for resource mobilization in support of the programme;
- Organize platforms for international experience sharing from selected countries;

Output 1.2: On-line system-based training developed and launched

Indicative activities:

- Develop an on-line registration system;
- Develop a user-friendly on-line application platform;
- Workout transparent and realistic criteria ensuring equitable selection of potential youth candidates from regions and city administrations to participate in the programme;
- Produce on-line orientation and tailored training materials for both on-line as well as physical classroom facilitation with all required sections of on-line lessons (introduction, objectives, content, examples, extracted notes, self-test and assessment, etc);
- Record and upload customized and adaptive training materials including publications and reference materials ensuring compatibility;
- Conduct rapid assessments on community needs for youth volunteers;
- Develop monitoring and reporting mechanisms and tools applicable at all levels of implementation and structures;
- Train and deploy graduates of the Youth Voluntary Community Service Programme;

Outcome 2: A united and integrated Ethiopian youth living in peace and harmony with each other and with common purpose while recognizing and respecting diversity, learning about their respective cultures, and creating an understanding that the strength of Ethiopian identity is anchored in its diversity

Output 2.1: Skills and knowledge of Ethiopian youth enhanced to actively and constructively engage in national development and governance processes and to be champions of peace and add positive efforts to peaceful co-existence and sustainable peace giving priority to COVID 19 mitigation and solidarity

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Indicative activities:

- Equip trainees (service members) with the skill and attitude towards 'Social Accountability' to sensitize communities including the marginalized to actively participate in local socio- economic development processes with sense of holding local leaders accountable for local developments;
- Facilitate platforms and training programmes fostering constructive engagement and peaceful co-existence among youth;
- Volunteer community Social Support services related to COVID mitigation organized by City councils and local administrative offices;
- Organize platforms for international experience sharing from selected countries;
- Promote civil discourse, youth dialogue, inter-cultural exchange and a sense of national identity among youth;
- Support interventions to develop a sense of discipline, hard work, pride and patriotism among service members in discharging their civic responsibility and benefit from their contribution to their own society;
- Support service members to develop life skills and knowledge and develop abilities necessary for them transition into healthy, independent and productive adulthood and to contribute to Ethiopia's socio-economic development;
- Provided participants with the opportunity to build a sense of accomplishment and self-confidence;

Overall Programme Implementation and Management Arrangement

The ENVCS will be implemented by the Ministry of Peace working closely with the Ministry of Women, Youth and Children and other relevant government and non-government institutions and development partners. Detailed strategy will be developed to adequately plan, coordinate, implement, monitor and evaluate the programme ranging from recruitment to training to deployment to graduation. The Government will set up a high-level inter-ministerial coordination framework under the leadership of the Ministry of Peace. A decentralized governance structure from national through regional to woreda levels will also be established, as reflected below:

Inter-Ministerial Advisory Committee (IMAC): This will be the highest body that provides overall policy direction and guidance. The IMAC would be comprised of relevant sector ministries, public institutions and others as determined by the Committee. It will be coordinated by the Ministry of peace as a designated lead ministry.

National Secretariat (NS): A National Secretariat will be established within an existing ministry for overall coordination, development of operational guidelines and management of day to day operations. The Secretariat will establish relevant sections or teams who would be tasked to coordinate specific mandates of the Secretariat.

Regional Secretariat (RS): The Regional Secretariat is the third level in the structure and will be established within an existing Regional Bureau or Regional President's Office at every regional government. Each RS will be headed by a Regional Director. The Regional Secretariat will take overall responsibility and management of community service program in their respective regions. The Regional Secretariat will work with different stakeholders such as private sector, CSOs, community-based organization to welcome all service members in their respective regions, plan and organize orientation activities in line with the national guidelines, manage the placement of service members to host organizations as required by the national framework within their region.

Woreda Secretariat (WS): the fourth level is the Woreda Secretariat and will be established at Woredas. Each Woreda Secretariat will be headed by Woreda Administrative Officer. The WS will have slightly different responsibility which is more related to monitoring and follow-up, assessment, community engagement and liaison for service members within each Woreda. Each Woreda Secretariat will be responsible for ensuring safety and well-being of service members, conduct regular monitoring visits to assess the condition service



member in the Woreda and organize bi-weekly reporting and headcounts.⁷

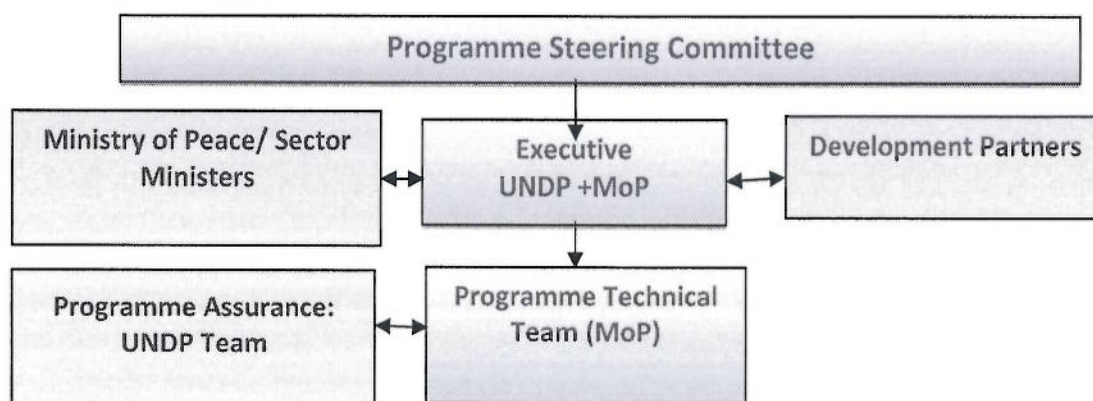
Project Management Arrangements

While the arrangements described in the previous section are applicable to the national programme, the interim UNDP-MoP Joint Project specific project management arrangement is presented as below:

Project Steering Committee (PSC): this would be composed of senior leadership of MoP, MoF, UNDP and contributing donors (s). Its responsibility would be to provides overall policy direction and guidance. The PSC may have other relevant stakeholders as its members, as determined the Committee. The Ministry of Finance will be a responsible party while MoP assumes the role of Implementing Partner (IP). UNDP will be responsible for technical backstopping, quality assurance, reporting and donor relations.

Project Technical Team (PTT): A Project Technical Team consisting of relevant workstream from MoP and UNDP will be established for overall coordination, planning, monitoring and providing operational guidelines and management of day to day operations.

Programme Management Structure



The Ministry of Peace will designate the relevant Directorate/Project Support Team⁸ to host the project and provide overall coordination. UNDP, in consultation with the Ministry of Peace shall assign a Programme Coordinator as a focal person. The Programme Coordinator will be a Senior Technical Advisor/Project Coordinator who will be responsible for day-to-day operations and who will report to the respective DG in MoP and to the UNDP Governance and Capacity Development Unit. The project Coordinator and MoP Project Support Team (PST) are responsible in discharging the day to day operations and submit report for the respective Minister/State Minister who oversees the mission, based on the approved annual work plan, budget and the overall programme results framework. Additional critical staff may be recruited who will support the work of the PTT/PC, such as Finance Officer, Database/Communications Specialist, M&E expert, Driver/Logistics Officer, as the need arises. The Programme Support Team will be well-integrated into MoP operations and will need to draw on core and pooled services and facilities. It will need adequate, well-furnished office space and other equipment.

Program Risks and Assumptions

As articulated in the programme background, youths are both socially, politically and economically at the margins of Ethiopian society. Despite impressive double-digit economic growth recorded over the past one

⁷ Detailed Terms of Reference describing duties and responsibilities of the various management structures will be developed and put in place

⁸ This role could be assumed by the Secretariat in MoP manages to establish within a reasonable time.

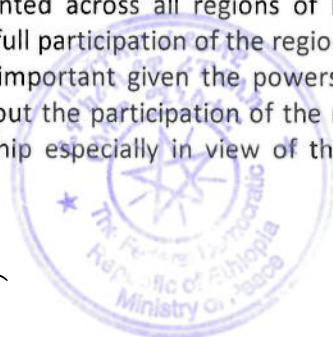
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and half decades, an increasing political shift from a state centered to right based democratic approach, and a dynamic, cultural repertoires, Ethiopian youth are yet to fully tap into the potentials that Ethiopia presents as a diverse country with the third largest economy in Sub-Sahara Africa.

As the National Voluntary Community Service Program presents huge opportunity for Ethiopia to address some of the key challenges listed, there are also substantial risks associated with the development and roll out of the programme.

- a) **Misconceptions:** As aptly articulated in the background section, Ethiopia has had similar initiatives in the past, which suffered from national legitimacy, ownership and sustainability. There is high risk that the National Voluntary Community Service Program could be wrongly understood leading to misconception of the core purpose and objective of the program due to historical traumatic syndrome. To mitigate this risk, the National Volunteer Community Service Programme is designed as a voluntary in nature and open to all qualified Ethiopian youths who are encouraged to voluntarily and freely participate in the programme. Secondly, the government of Ethiopia will embark on massive sensitization exercise to educate people about this programme, especially its genuine contribution to national unity, integration and social cohesion, as well as its attractiveness in terms of creating opportunities for youths for self-development.
- b) **Expectations:** One of the aspects/expected outputs of this programme is the skill and capacity building component and the placement of service members to communities and organizations. The target youth group are university and TVET graduates. This could easily be misunderstood as a job creating programme, and if not properly managed, there is a risk of high expectation from youth, that by placing them in a host organization, government has secured employment for them. To mitigate against the possibility of high expectation, a national Voluntary Community service manual will be developed and widely disseminated. The manual will carefully articulate the objectives of programme, the contributions of the government and any other institutional partners. Programme sensitization will also include a clear articulation of what to expect from each stakeholder.
- c) **Over-concentration on private sector interest:** The overarching objective of this programme is to establish a peaceful, united and integrated Ethiopia, while at the same time empowering youths to contribute meaningfully to Ethiopian development agenda. To realize the second component of the objective, participation of the private sector is required. This places the programme at the risk of too much focus on the second component and possibly over concentration on satisfying the requirement of the private sector. The community service component will address this risk and all service members will be required to adopt and execute a community service initiative to ensure their immersion into the community as well as inter-cultural assimilation and exchange.
- d) **Politicization:** The unemployment rate among youth makes them easy prey for politicians as pawns in their political chess-game. There is the possibility that this could spill-over into the Programme, thereby altering the very core objective the programme is intended to achieve. A proposal to deploy volunteers outside of their region of origin in the current political/security environment may also pose serious safety/security treats to participants. To mitigate against possible politicization, political activities will not be allowed in the orientation centers. Although each service member is free to participate politically as they deem fit, political agitation in orientation centers/camps will be discouraged. Deployment of volunteers will be made on case-by-case basis, based on time-critical security assessments.
- e) **Legitimization and ownership:** The Youth Community Service Programme is a national initiative that will be implemented across all regions of Ethiopia. Therefore, to effectively rollout implementation and impact, the full participation of the regional states as partners and critical stakeholders is required. This is particularly important given the powers of the regional states and an independent authority at their levels. Without the participation of the regional states, the programme could suffer from legitimization and ownership especially in view of the role they will play in establishing and hosting Regional and

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Woreda Secretariats. To address this risk, the regional states will be consulted regularly and will take responsibility of establishing the Regional and Woreda Secretariats.

- f) **Unintended exclusion:** While hundreds of thousands of graduates from tertiary institutions and TVET across Ethiopia are potential candidates, the programme may not be able to absorb them in one go; there is risk that not all interested tertiary graduates will be accommodated by the programme. To mitigate this risk, there will be two batches of National Youth Community Service members per year to accommodate as many qualified, eligible and interested applicants as possible.
- g) **Exclusion of minority/vulnerable groups:** Due to the competitiveness of the programme, there is the risk of exclusion of minority/vulnerable groups in the program. To address this risk, the program has earmarked that at least 40% of all service members will be women; and special considerations will be given to people with disability.
- h) **COVID-19 Pandemic:** It is expected that the COVID-19 pandemic will have severe impact on the programme expressed in the form of lack of interest on the part of the volunteers, but more importantly the public health threat involved. In the face of the pandemic, which would also require shifting of public resources to emergency response, the government may want to delay its role out.

Risks Matrix and Mitigation Strategies

Risks to the achievement of Program Objectives, and outcomes/outputs	Likelihood of occurrence (high, medium, low)	Impact level (high, medium, low)	Mitigating Strategy
COVID-19 Pandemic might have impact on the programme	High	High	Adhere to WHO, Ministry of Health and Public Health Institute rules and apply public resources
Misconception and misunderstanding of the program's objective and intended outcomes	High	Medium	The NVCSP is a voluntary programme in essence; no one will be forced to join. Moreover, intense public awareness will be conducted to sensitize the public on the rationale, objective and intended outcomes
Overloaded expectation from the youth with regards to employment opportunities	High	Medium	A comprehensive National Voluntary Community Service manual will be developed to clarify expectations
Risk of over-concentration on private sector interest	Medium	Medium	The community service component is a requirement for evaluation and passing out. Woreda, Regional and National awards will be given to service members with outstanding community service performance. This will be recognized in an award ceremony at each level
Risk of politicization of the programme	Low	High	Political activities will be strictly prohibited in the orientation centers or as part of the National Youth Service Program
Risk of legitimization and ownership	Medium	High	Regional governments will be on board early on and play critical role across the different segments of the

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Risks to the achievement of Program Objectives, and outcomes/outputs	Likelihood of occurrence (high, medium, low)	Impact level (high, medium, low)	Mitigating Strategy
COVID-19 Pandemic might have impact on the programme	High	High	Adhere to WHO, Ministry of Health and Public Health Institute rules and apply public resources
			program. The regional secretariat will be managed by regional governments.
Unintended exclusion	Medium	Medium	Two batches of National Voluntary Community Service members will be deployed per year to accommodate as many qualified, eligible and interested applicants as possible.
Exclusion of minority/vulnerable groups	Low	Low	40% of all service members will be women; special considerations will be given to PWD

Programme Resources

It goes without saying that such a programme of national scale that involves thousands of youth would require substantive resources, financially, materially and otherwise. The full intake of 100,000 volunteers is estimated at USD 47 million⁹ for the first year, with some saving for the consecutive years. However, the Ministry of Peace is proposing a pragmatic step-by step approach through piloting, with around 30,000 intakes¹⁰ with online engagement for training and reporting at COVID time.

The total cost of the pilot phase (30,000 volunteers) is estimated at USD 8million¹¹, including start-up costs. This document proposes USD 2M seed funding for 12 months to take the programme off the ground, which is intended to complement government efforts, based on a negotiated cost-sharing arrangement. This support, therefore, aims to support some critical activities for the interim period, while additional resources should be mobilized from the government and development partners. A resource mobilization strategy will be applied to engage development partners, the Federal and Regional Governments and other stakeholders.

Program Sustainability and Knowledge Management

a) Sustainability

Specific actions proposed to ensure sustainability are elaborated below:

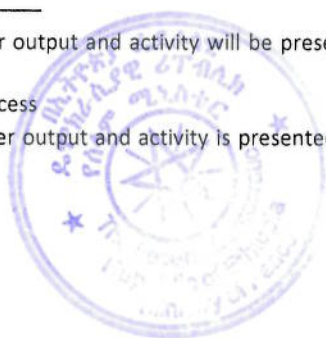
Government and national ownership: The nature of the programme requires whole of government approach; hence national ownership and leadership are key to sustainability. In view of that the government at all levels will be encouraged to demonstrate leadership and avail the necessary resources (human financial and material), and to put in place the necessary policy and regularly frameworks. Programme success will depend to a large extent on partnerships between all the stakeholders and existing organisations to facilitate the development of innovative and flexible implementation. Partnerships require strong leadership particularly in

⁹ Detailed budget breakdown per output and activity will be presented in the Results and Resources Framework, attached to this Project Document

¹⁰ Requires detailed planning process

¹¹ Detailed budget breakdown per output and activity is presented in the Results and Resources Framework, which is attached to this Project Document

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fostering a culture of joint working and of sharing resources. This requires consistency of purpose and message from leaders of partner ministries and organisations working both inside their organisations as well as with partners.

Absorption into existing government structures: ensuring that the NVCSP is continuous and well-resourced is critical for its sustainability. In the implementation of this program and as much as possible, existing government and non-state structures will be used where feasible and necessary. The NVCSP will be absorbed into existing government structure at the national, regional and Woreda levels. Secondly, establishing orientation centers within existing structures in the regions also serves to ensure that government reduces cost as much as possible and for government to tap into existing human capacities and resources within those existing structures.

Non-State Actors buy-In: The Government of Ethiopia will partner with different non-state actors to ensure both public and non-state actor buy-in of the NVCSP. As articulated in the objectives and demonstrated in the programme details, the private sector and other non-state actors are both contributors and beneficiaries of this initiative. Consultations with different private and voluntary sectors & institutions, such as, financial institutions, Ethiopian Airlines, NGOs, amongst others, points to strong interest from both profit and non-profit-oriented organizations. Therefore, ensuring continuous partnerships with private sector and other non-state actors in a manner that ensures duality of value to both government and non-state actors will ensure sustainability of this programme. The GoE will ensure that non-state actors continue to derive benefit from this program by placing talented service members that are fit for purpose within the host organization.

Link to existing initiatives: the NVCSP will be linked to existing initiatives in Ethiopia and Africa to ensure its sustainability. Existing youth centers across the country will be supported to facilitate training at the orientation centers as well as to support service members who are interested in learning new skills and talents that are provided by youth centers. In addition, initiatives such as the Youth Connect Africa and Youth Employment in Africa by the MasterCard Foundation are closely aligned with the objective of the NVCSP. The government of Ethiopia will seek partnerships with Master Card Foundation and other similar organizations and derive NVCSP as a youth centered initiative forward for a longer-term impact. The establishment and capacity development of the Youth Employment Secretariat (YES) and the management of the Peace Building Fund projects are relevant instruments that can be applied to further implementation of youth centered initiatives in Ethiopia. UNDP can provide expert technical advice and pro-bono services from large international companies by using the resources available through the "Business Call to Action" and UN Global Compact office.

b) Knowledge Management

Knowledge collection, analysis and sharing are built into the design of all activities and are overseen by specialists in UNDP and those of implementing partners. The programme will feature a set of knowledge products ranging from policy papers, technical guidelines, advocacy materials and multimedia content. Programme will also organize knowledge –sharing events from time to time, with the objective to facilitate experience sharing and cross fertilization of good practices among implementing partners.

In addition, an aspirational objective of the programme is to build a training system complete with professional staff, curricula, and documentary and reference resources. Careful documentation of proceedings and lessons emerging from implementation, as well as strategies, research products, papers and manuals produced during the Programme implementation will be shared with all stakeholders. IT resources will be strengthened and utilized. Programme review and evaluation reports will also be made available on the UNDP Ethiopia website.



Monitoring and Evaluation Framework, and Reporting

Monitoring and evaluation will be the collaborative responsibility of UNDP and MoP to ensure the design, establishment and implementation of an effective M&E system to monitor activities and results of this project. Overall programme implementation is guided by the PSC, in close coordination with MoP, other key sector ministries including MoF, UNDP and contributing development partners, with the aim to achieve intended outputs. Regular monitoring will be held by the PTT and UNDP to ensure timely implementation of activities and to address any implementation bottlenecks.

Quarterly monitoring and reporting: The MoP will prepare quarterly reports in the format agreed with UNDP. This report should provide an overview of the activities of the previous quarter as well as providing for trend analysis. It will also mention the challenges to implementation and how they were addressed/will be addressed.

- On a quarterly basis, a quality report shall record progress towards the completion of key activities, based on quality criteria and monitoring tools;
- An Issue Log shall be activated in Atlas and updated by the Project Coordinator to facilitate tracking and resolution of implementation challenges;
- Based on the initial risk analysis, a risk log shall be activated in Atlas and regularly updated by reviewing the external environment that may affect project implementation;
- Based on the above information recorded, a Project Progress Reports (PPR) shall be submitted by the designated MoP Directorate, supported by the Project Coordinator and using the standard report format;
- UNDP will provide the necessary support and consolidate quarterly progress report and submit the same to the Project Steering Committee for review/endorsement;
- A Monitoring Schedule Plan shall be activated in Atlas and updated to track key management actions/events;

Annual review and reporting: The MoP will prepare annual reports in the format agreed with UNDP. This report should provide an overview of activities accomplished in all quarters of the year as well as providing for trend analysis. It will also mention the challenges to implementation and how they were addressed/will be addressed.

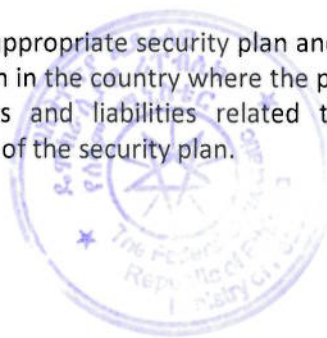
- At the end of the year, an internal project performance review will be conducted to assess the level of implementation of the Annual Work Plan (AWP), and to review overall quality and progress made against pre-defined annual targets and achievement of project outputs. It shall focus on the extent to which progress is made, and that these remain aligned to appropriate outcomes. This review will be driven by the PSC and may involve other stakeholders as required;
- A project Lesson-learned log shall be activated and regularly updated to ensure on-going learning and adaptation within the organization, and to facilitate the preparation of the Lessons-learned report at the end of the project;
- UNDP will provide the necessary support and consolidate annual progress report and submit the same to the Project Steering Committee for review/endorsement;

Legal Framework

The executing agency shall:

- a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
- b) assume all risks and liabilities related to the executing agency's security, and the full implementation of the security plan.

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UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of this agreement. The executing agency agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to this Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via: <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered under this Project Document.

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ANNEX A: RESULTS AND RESOURCES FRAMEWORK
Ethiopian National Voluntary Community Service Programme

HIGHER PRIORITY: Strengthening Social Cohesion, Peace and Stability in Ethiopia					
UNSDCF (2020 -2025) Outcome1: All people in Ethiopia enjoy the rights and capabilities to realize their potential in equality and with dignity.					
UNSDCF (2020 -2025) Output 1.1: Young people, especially those left behind in education and employment, are equipped with the knowledge and skills required to access decent jobs and participate in civic life.					
Related UNDP SP Outcome/Signature Solution #2: Strengthen effective, inclusive and accountable governance					
Related UNDP CPD Outcome: Support a peaceful transition to a democratic polity, contribute to an enabling framework, deepening of critical capacities and greater voice and empowerment of those left behind, especially women.					
CF OUTCOME INDICATOR(S), BASELINES, TARGET(S)	DATA SOURCE AND FREQUENCY OF DATA COLLECTION, AND RESPONSIBILITIES	INDICATIVE COUNTRY PROGRAMME OUTPUTS	Indicative activities for each Output	MAJOR PARTNERS / PARTNERSHIPS FRAMEWORKS	ESTIMATED COST BY OUTPUT (US\$) (Regular)
Outcome 1: <i>National volunteers empowered and responsive to COVID-19 and other hazards and issues of national concern with unwavering national values, beliefs and mind-set</i> Baseline: No government national Voluntary community service programme exists Indicators: <ul style="list-style-type: none"> Number of regions that rolled out national voluntary community service programme Number of young Ethiopians participate in the first ENVCS (at least 15% female) Target: <ul style="list-style-type: none"> Voluntary community service 	Data source: National and Regional Community Service Program Reports, Ministry of Peace, UNDP Frequency: Annual	Output 1.1: <i>Ethiopian National Volunteers Community Service Programme implementation frameworks, structures and Standard Operating Procedures with the required technological backups put in place</i> Baseline: No nationally owned National Youth Voluntary Community Service Programme Indicators: Number of National Youth Voluntary Service Programmes developed Target: One National Youth Service Program Policy document and legal frameworks Data source: National Youth Service Program Report Frequency: Annual	Activity 1.1.1: Develop and put in place guidelines, manuals, standard operating procedures; Activity 1.1.2: Furnish the identified and selected training camps with the required facilities; Activity 1.1.3: Develop online application and E-learning platforms and upload Audio video training recording adaptive to cell phones; Activity 1.1.4: Establish service members data-base; Activity 1.1.5: Establish counterpart governance at Regional and Woreda Peace and Security Offices, and build the institutional capacity; Activity 1.1.6: Explore opportunities for resource mobilization in support of the program; Activity 1.1.7: Organize platform for international experience sharing from selected countries;	Ministry of Peace	660,000
		Output 1.2: <i>On-line system-based</i>	Activity 1.2.1: Develop an on-line registration system;	Ministry of Peace	680,000

<p>programme commence at national and in at least four regions</p> <ul style="list-style-type: none"> At least 30,000 (15% female) youths participate in the first ENVCS 		<p><i>training developed and launched</i></p> <p>Baseline: No strategic documents</p> <p>Indicator: Number of participant and coverage of the service throughout the country</p> <p>Targets: 30,000 (15% female) youths are mobilized in all regions</p> <p>Frequency: Annual</p>	<p>Activity 1.2.2: Develop an articulated and user-friendly on-line application;</p> <p>Activity 1.2.3: Workout transparent and realistic criteria ensuring equitable selection of potential youth candidates from regions and city administrations to participate in the programme;</p> <p>Activity 1.2.4: Produce on-line orientation and tailored training materials for both on-line as well as physical classroom facilitation with all required sections of on-line lessons (introduction, objectives, content, examples, extracted notes, self-test and assessment, etc)</p> <p>Activity 1.2.5: Produce and upload customized and adaptive training materials including modules, publications and reference materials ensuring compatibility;</p> <p>Activity 1.2.6: Conduct rapid assessments on community needs for youth volunteers;</p> <p>Activity 1.2.7: Develop realistic monitoring and reporting mechanisms and tools applicable at all levels of implementation and structure;</p> <p>Activity 1.2.8: Train and deploy graduates of the Youth Voluntary Community Service Programme</p>		
<p>Outcome 2: <i>A united and integrated Ethiopian youth living in peace and harmony with each other and with common purpose while recognizing and respecting diversity, learning about their respective cultures, and creating an understanding that the strength of Ethiopian identity is anchored in its diversity.</i></p> <p>Baseline: <i>Ethnically divided youth and unrest</i></p> <p>Indicators: Number of youths with enhanced perception/awareness on national unity tolerance and diversity</p> <p>Target:</p>		<p>Output 2.1: Skills and knowledge of Ethiopian youth enhanced to actively and constructively engage in national development and governance processes and to be champions of peace and add positive efforts to peaceful co-existence and sustainable peace giving priority to COVID 19 mitigation and solidarity</p> <p>Baseline: No strategic documents</p> <p>Indicator: Number of provided trainings and shared experiences</p> <p>Targets: Increased social cohesion</p> <p>Frequency: Annual</p>	<p>Activity 2.1.1: Equip trainees (service members) with the skill and attitude towards 'Social Accountability' to sensitize communities including the marginalized to actively participate in local socio-economic development processes with sense of holding local leaders accountable for local developments;</p> <p>Activity 2.1.2: Facilitate platforms and training programs fostering constructive engagement and peaceful co-existence among youth;</p> <p>Activity 2.1.3: Volunteer community Social Support services related to COVID mitigation and organized by City councils and local administrative offices;</p> <p>Activity 2.1.4: Organize platform for international experience sharing from selected countries;</p> <p>Activity 2.1.5: Promote civil discourse, youth dialogue, inter-cultural exchange and a sense of national identity among youth;</p> <p>Activity 2.1.6: Support interventions to develop a sense of discipline, hard work, pride and patriotism among service members in discharging their civic responsibility and benefit from their contribution to their own society;</p> <p>Activity 2.1.7: Support service members to develop life skills</p>	<p>Ministry of Peace</p> 	<p>340,000</p> <p>CT</p>

Change in perception and action in at least 50 % of participants of the ENVVCS Programme			and knowledge and develop abilities necessary for them transition into healthy, independent and productive adulthood and to contribute to Ethiopia's socio-economic development; Activity 2.1.8: Provide participants with the opportunity to build a sense of accomplishment and self-confidence;		
Monitoring, Evaluation, Visibility and Operational costs including GMS and DPC					320,000
Total Resource allocated					2,000,000



Ethiopian National Voluntary Community Service Programme
Annual Work Plan (July 1, 2020-June 30, 2021)

EXPECTED PROJECT OUTPUTS And baseline, associated indicators and annual targets	PLANNED ACTIVITIES List activity results and associated actions	ETHIOPIA FY						PLANNED BUDGET			
		2012-2013 Budget (USD)						RESP. PARTY	Funding Source		Amount (USD)
		Q1	Q2	Q3	Q4	UNDP FY 2020	UNDP FY 2021				
		Q3	Q4	Q1	Q2						
Outcome 1: National volunteers empowered and responsive to COVID-19 and other hazards and issues of national concern with unwavering national values, beliefs and mind-set Baseline: No government national Voluntary community service programme exists Indicators: <ul style="list-style-type: none">• Number of regions that rolled out national voluntary community service program;• Number of young Ethiopians participate in the first ENVCSP Target: <ul style="list-style-type: none">• Voluntary community service programme commence at national and in at least four regions• At least 30,000 youths participate in the first ENVCSP											
Output 1.1: Ethiopian National Volunteers Community Service Programme implementation frameworks, structures and Standard Operating Procedures with the required technological backups put in place Baseline: No nationally owned National Youth Voluntary Community Service Programme Indicators: Availability of a nationally owned national youth voluntary community service programme Target: One National Youth Service Program Policy document and legal frameworks GM-2											
Activity 1.1.1: Develop and put in place guidelines, manuals, standard operating procedures		10,000					Mop	UNDP	Consultancy fee, Venue, DSA	10,000	
Activity 1.1.2: Furnish the identified and selected training camps with the required facilities			87,000	200,000	113,000		Mop	UNDP	Consultancy fee, Venue, DSA	400,000	
Activity 1.1.3: Develop online application and E-learning platforms and upload Audio video training recording adaptive to cell phones		10,000					Mop	UNDP	Consultancy fee, Venue, DSA	10,000	
Activity 1.1.4: Establish service members database		10,000					Mop	UNDP	Procurement, Venue selection, DSA	10,000	
Activity 1.1.5: Establish counterpart governance at Regional and Woreda Peace and Security Offices, and build the institutional capacity		30,000	50,000	50,000	50,000		Mop	UNDP	Consultancy fee, Venue, DSA	180,000	

Activity 1.1.6: Explore opportunities for resource mobilization in support of the program		10,000				Mop	UNDP	Consultancy fee, DSA, Travel Costs	10,000
Activity 1.1.7: Organize platform for international experience sharing from selected countries	20,000			20,000		Mop	UNDP		40,000
Subtotal (per quarter)	80,000	147,000	270,000	163,000					660,000
Subtotal (per half year)		227,000		433,000					660,000
Output 1.2: Ethiopian youth empowered to actively and constructively engage in national development and governance processes and to be champions of peace and contribute to nation building and add positive efforts to peaceful co-existence and sustainable peace giving priority to COVID 19 mitigation and solidarity.									
Baseline: No strategic documents									
Indicator: Number of provided trainings and shared experiences									
Targets: Increased social cohesion									
GM-2									
Activity 1.2.1: Develop an articulated and user-friendly on-line application	10,000					Mop	UNDP	Consultancy fee, Venue, DSA, Transportation Cost	10,000
Activity 1.2.2: Workout transparent and realistic criteria ensuring equitable selection of potential youth candidates from regions and city administrations to participate in the programme	30,000					Mop	UNDP	Consultancy fee/Media, DSA, Transportation Cost	30,000
Activity 1.2.3: Produce on-line orientation and tailored training materials for both on-line as well as physical classroom facilitation with all required sections of on-line lessons (introduction, objectives, content, examples, extracted notes, self-test and assessment, etc)	30,000	30,000	30,000	30,000		Mop	UNDP	Consultancy fee/Media, DSA, Transportation Cost	120,000
Activity 1.2.4: Produce and upload customized and adaptive training materials including modules, publications and reference materials ensuring compatibility	40,000					Mop	UNDP	Consultancy fee/Media, DSA, Transportation Cost	40,000
Activity 1.2.5: Conduct rapid assessments on community needs for youth volunteers		40,000				Mop	UNDP	Consultancy fee/Media, DSA, Transportation Cost	40,000
Activity 1.2.6: Develop realistic monitoring and reporting mechanisms and tools applicable at all levels of implementation and structure		40,000				Mop	UNDP	Consultancy fee, Venue, DSA, Transportation Cost	40,000
Activity 1.2.7: Train and deploy graduates of the Voluntary Community	100,000	100,000	100,000	100,000		Mop	UNDP	Consultancy fee, Venue, DSA, Transportation Cost	400,000

Service Programme									
Subtotal (per quarter)	210,000	210,000	130,000	130,000				680,000	
Subtotal (per half year)		420,000		260,000				680,000	
Outcome 2: A united and integrated Ethiopian youth living in peace and harmony with each other and with common purpose while recognizing and respecting diversity, learning their respective cultures and creating an understanding that the strength of Ethiopian identity is anchored in its diversity. Baseline: Ethnically divided youth and unrest Indicator: Number of youths with enhanced perception/awareness on national unity tolerance and diversity Target: Change in perception and action in at least 50 % of participants of the ENVVCS Programme Output 2.1: Ethiopian youth empowered to actively and constructively engage in national development and governance processes and to be champions of peace and contribute to nation building and add positive efforts to peaceful co-existence and sustainable peace giving priority to COVID 19 mitigation and solidarity. Baseline: No strategic documents Indicator: Number of provided trainings and shared experiences Targets: Increased social cohesion									
GM-2									
Activity 2.1.1: Equip trainees (service members) with the skill and attitude towards 'Social Accountability' to sensitize communities including the marginalized to actively participate in local socio-economic development processes with sense of holding local leaders accountable for local developments	15,000	15,000	15,000	15,000		MoP	UNDP	Consultancy fee, Venue, DSA, Transportation Cost	60,000
Activity 2.1.2: Facilitate platforms and training programs fostering constructive engagement and peaceful co-existence among youth	10,000	10,000	10,000	10,000		MoP	UNDP	Consultancy fee, Venue, DSA, Transportation Cost	40,000
Activity 2.1.3: Volunteer community social support services related to COVID-19 mitigation and organized by City councils and local administrative offices	20,000	20,000	20,000	20,000		MoP	UNDP	Consultancy fee, Venue, DSA, Transportation Cost	80,000
Activity 2.1.4: Promote civil discourse, youth dialogue, inter-cultural exchange and a sense of national identity among youth	10,000	10,000	10,000	10,000		MoP	UNDP	Consultancy fee, Venue, DSA, Transportation Cost	40,000
Activity 2.1.5: Support interventions to develop a sense of discipline, hard work, pride and patriotism among service members in discharging their civic responsibility and benefit from their contribution to their own society	10,000	10,000	10,000	10,000		MoP	UNDP	Consultancy fee, Venue, DSA, Transportation Cost	40,000

Activity 2.1.7: Support service members to develop life skills and knowledge and develop abilities necessary for them transition into healthy, independent and productive adulthood and to contribute to Ethiopia's socio-economic development	10,000	10,000	10,000	10,000	10,000	Mop	UNDP	Consultancy fee, Venue, DSA, Transportation Cost	40,000
Activity 2.1.8: Provided participants with the opportunity to build a sense of accomplishment and self-confidence	10,000	10,000	10,000	10,000	10,000	Mop	UNDP	Consultancy fee, Venue, DSA, Transportation Cost	40,000
Subtotal (per quarter)	85,000	85,000	85,000	85,000	85,000				340,000
Subtotal (per half year)	170,000				170,000				340,000
Monitoring, Evaluation, Visibility and Operational Costs									
Joint monitoring, evaluation and quality assurance, Project End-line Evaluation and visibility cost	3,000	3,000	3,000	3,000	7,000	Mop	UNDP	M&E costs, Consultancy fee, Visibility items, Venue, DSA, Transportation Cost	16,000
Staff salary / Coordination payment									
• National Youth Service Program Coordinator	4,800	4,800	4,800	4,800	4,800	Mop	UNDP	Salary	19,200
• Finance and Admin Officer	1,800	1,800	1,800	1,800	1,800	Mop	UNDP	Salary	8,400
• M&E Officer	3,000	3,000	3,000	3,000	3,000	Mop	UNDP	Salary	12,000
• Database Officers (2)	3,600	3,600	3,600	3,600	3,600	Mop	UNDP	Salary	14,400
Procurement									
• Office Vehicle + IT Equipment	50,000	25,000	25,000	25,000	-			Procurement of services and goods	100,000
• Communication costs (internets, phones) and Supplies	2,500	2,500	2,500	2,500	2,500			Procurement of services and goods	10,000
General Management Support (8%)	20,000	20,000	20,000	20,000	20,000	Mop	UNDP		80,000
Direct Project Cost (3% of the Total Budget)	15,000	15,000	15,000	15,000	15,000	Mop	UNDP		60,000
Subtotal (per quarter)	104,000	79,000	79,000	79,000	58,000				320,000
Subtotal (per half year)		183,000			137,000				320,000
Total per Quarter	470,000	521,000	564,000	436,000					2,000,000
Total per half year	1,000,000				1,000,000				2,000,000
Grand Total									2,000,000