

United Nations Development Programme
Country: LITHUANIA
Project Document

UNDAF Outcome(s): Not applicable
Expected CP Outcome(s): Not applicable
Expected Output(s): Output 1: Roma inclusion into labour market supported through development of a set of measures enabling them to find and secure workplaces;
Output 2: Positive opinion of the employers and society towards Roma stimulated through sensitization programme and trainings for enterprises.

Responsible Party: UNDP Lithuania

Implementing partners: Three partners: Public Institution "Sopa", "Romų visuomenės centras" (Roma Community Center), Vilnius City Social Assistance Center

Narrative

Face Roma: Innovative ways of Roma inclusion into labour market (Atsigręžk į romus: Inovatyvios romų dalyvavimo darbo rinkoje priemonės)

Due to long lasting social exclusion, most of the opportunities provided by state in the area of social protection are not accessible to Roma people. Research shows that absolute majority of Roma are not formally employed, instead they participate in shadow economy, and 42% of total Roma population are unemployed and has never been employed. Illiteracy rate exceeds the national average by more than 10 times and majority of Roma has not had any professional education. Complicated employment of Roma is also largely influenced by negative attitudes towards Roma demonstrated by employers and society at large. Lithuania is still lacking innovative mechanisms for social inclusion of Roma, therefore, the aim of the project is to develop and test a multifaceted approach for inclusion of Roma into labour market as well as motivating and supporting them in keeping their job positions, elaboration and application of methodologies for participation in the social life. Project will also target employers to promote tolerant attitude towards Roma employees. The value added of the project is based on complexity of services and personalized problem solving.

Programme Period:	2009-2012
Country Programme	
Component:	N/A
Project Title:	Face Roma: Innovative ways of Roma inclusion into labour market
Atlas Award ID:	
Start date:	01 April 2009
End Date:	31 March 2012
PAC Meeting Date:	02 March 2009

Total project budget	USD
(USD rate of 2.661 LTL):	711,553.00
Total resources required	711,553.00
Total allocated resources:	711,553.00
• Regular	0
• Other:	
○ Donor	0
○ Government	711,553.00
Unfunded budget:	0
In-kind Contributions	0

Agreed by the Ministry of Social Security and Labour of the Republic of Lithuania:

Agreed by UNDP Lithuania:

Agreed by SOPA:

Agreed by Roma Community Center:

Agreed by Vilnius City Social Assistance Center:

I. SITUATION ANALYSIS

Due to long lasting social exclusion, most of the opportunities provided by state in the area of social protection are not accessible to Roma people. Research shows that absolute majority of Roma are not formally employed, instead they participate in shadow economy, and 42% of total Roma population are unemployed and has never been employed. The rate of illiteracy exceeds the national average by more than 10 times and majority of Roma has not had any professional education. Lack of education and training also impact negatively on the employment possibilities of the members of the Roma communities.

Many of them are not registered with labour exchange offices. In some cases, this is connected to the fact that entitlement to unemployment benefits depends on having worked a certain number of hours and that Roma are rarely offered the opportunity of fulfilling this criterion.

Possibilities of employment are further limited by prejudice and discrimination on the part of potential employers and society at large. In its Concluding Observations on Lithuania, the United Nations Committee on the Elimination of Racial Discrimination, assessing Lithuania's record on discrimination, noted with concern that, "despite the adoption of a programme for the integration of the Roma into Lithuanian society for 2000-2004, the Roma experience difficulties in enjoying their fundamental rights in the fields of housing, health, employment and education, and are the subject of prejudicial attitudes."

High levels of unemployment and discrimination in employment contribute to the low levels of home-ownership among the Roma. This leaves them more dependent on social housing and private renting, and more vulnerable to spatial segregation. Problems with access to goods and services in the public and private sector remain. Key problems identified include the lack of publicly available information on how to access goods and services and on available mechanisms and structures in cases of denial of access. In the private sector financial services, the hospitality sector and public transport are the area as being particularly difficult for the Roma minority to access.

Lithuania is still lacking innovative mechanisms for social inclusion of Roma, therefore, the aim of the project is to develop and test a multifaceted approach for inclusion of Roma into labour market as well as motivating and supporting them in keeping their job positions, elaboration and application of methodologies for participation in the social life. Case management approach through the personal assistance, coaching and mentoring, on the job training, team building, formation of social skills will be applied to each target group member. Project will also target employers to promote tolerant attitude towards Roma employees. The value added of the project is based on complexity of services and personalized problem solving.

II. STRATEGY

The main objective of the Project – to develop and test a multifaceted approach for inclusion of Roma into labour market, motivating and supporting them in keeping their job positions, elaborate and apply methodologies for participation in social life.

To contribute to the above, this Project will comprise of the following 2 main outputs:

Output 1: Roma inclusion into labour market supported through development of a set of measures enabling them to find and secure workplaces

Output 2: Positive opinion of the employers and the society towards Roma stimulated through sensitization programme and trainings at enterprises

Output 1: Roma inclusion into labour market supported through development of a set of measures enabling them to find and secure workplaces

Activity 1: Development of a model for Roma employment

In collaboration with foreign partners (Dutch company “FlexPay” which provides employment support services to disabled people and people from other socially marginalized groups and has experience of working with various social partners, social centers, municipalities; and Spanish institution Fundacion Secretariado Gitano, having long lasting experience of supporting Roma employment), a model and methodological guidelines for Roma integration into labour market will be developed, which will include guidance for employment specialists, 150 hours training programme for specialists’ team working on supported employment, 144 hours skills enhancement programme for specialists working with Roma. In order to get acquainted with successful Roma employment examples and lessons learned six thematic study visits to Netherlands and Spain are foreseen. Each study trip will focus on particular aspects of Roma employment or social inclusion.

Activity 2: Specialists’ team formation, work organization, training and coordination

Within the framework of project a team of specialists, working on Roma inclusion into labour market, will be established. It will be comprised of mentors, job coaches, social workers, social workers’ assistants, business consultants (about 15 specialists). The team will be trained to work according to coherent employment model, deliver complex employment and social services to target group, motivate and enable Roma in job search and self-employment. Although supported employment model is widely applied in other countries, it is still new (especially in working with Roma) in Lithuania. Therefore it is important for all specialists’ team members to get common understanding about the work methods, analysis of cases in theory and application in practice. For that purpose a virtual IT based programme will be developed for team members to get and share information, upload and use the data base on job seekers, employers, executive personnel, contacts, schedules of trainings, consultations, deadlines, etc. When facing particular problems or issues of concerns, ad hoc experts consultations are foreseen.

Activity 3: Employment and social services delivery to target group

Roma is a difficult target group, therefore mentors will be dealing with not only employment related problems but also with those related to social life, such as illiteracy, long lasting unemployment, illegal businesses, social exclusion, stigma, lack of social skills and others. For this reason the project will greatly focus on motivation of target group members, selection of project participants, information about project goals and services. Primary information regarding services to Roma will be provided by target group members – Roma themselves, who will be employed as assistants to social workers and will participate as equal team members. Due to a closed and isolated nature of Roma community, by knowing local language and social environment, above mentioned assistants will identify potential project participants and individually approach and encourage/motivate them to benefit from project activities. Such a tandem of Roma social worker assistant and non Roma social worker working in partnership has proven record in the practice of other countries and well served for creating equal opportunities and inclusive participation.

At the same time job coacher will actively search for work places, get in touch with potential employers and companies, share best practices about Roma employment. After job place is found, coaching and mentoring will still be provided: individualized support at the work place, on the job training, conflict prevention. In case of job loss but demonstrated motivation to seek for alternative job, support for work search will be

provided to Roma participant up to 34 months. For those wanting to start or legalize own business, mentor and business consultant will provide individual consultations on required documentation, business plan development, financial management, etc. Roma people are usually unable to benefit from the trainings provided by labour exchange (by not meeting its requirements and due to lack of education), therefore, project will search for alternative training or job skills enhancement opportunities to motivate Roma seek for professional education.

In parallel to search for employment, support on social skills improvement to family members of Roma participants will be provided in small groups of 5-7 people.

Output 2: Positive opinion of the employers and the society towards Roma stimulated through sensitization programme and trainings at enterprises

Activity 1: Support and promotion of tolerant working environment through trainings for employers and personnel

Research data shows that one of main reasons of Roma unemployment is negative attitude demonstrated by employers and staff. In order to assure successful integration of Roma into labour market, measures to promote tolerant working environment are needed. Accordingly, project will develop diversity training programme for staff and heads of enterprises in order to implement and support non discrimination policy, adapt working places, introduce positive experiences and successful examples. Training programme will be offered to network members of socially responsible businesses, enterprises of Vilnius municipality or other companies which later on would employ Roma.

III. RESULTS AND RESOURCES FRAMEWORK

Intended Outcome as stated in the Country Programme Results and Resource Framework: <i>Not applicable due to absence of Country Programme in Lithuania</i>				
Outcome indicators as stated in the Country Programme Results and Resources Framework, including baseline and targets: <i>Not applicable due to absence of Country Programme in Lithuania</i>				
Corporate Outcome: MDG-based national development strategies promote growth and employment, and reduce economic, gender and social inequalities				
Partnership Strategy: Project will be implemented in partnership with Roma Community Center, Public Institution "Sopa" and Vilnius City Social Assistance Center .				
Project title and ID (ATLAS Award ID):				
INTENDED OUTPUTS	OUTPUT TARGETS FOR (YEARS)	INDICATIVE ACTIVITIES	RESPONSIBLE PARTIES	INPUTS (USD)
Output 1 Roma inclusion into labour market supported through development of a set of measures enabling them to find and secure workplaces Baseline: no coherent approach for Roma inclusion into labour market; low official Roma employment rate Indicators: methodological guidelines developed; number of social workers educated to work with the target group; number of Roma coached by the social workers	Targets (2009-2012) 1.1. 3 methodological publication published 1.2. 15 social workers (constituting a specialists' team) trained to work with Roma issues 1.3. 80 Roma people receive social services for finding employment	1.1. Development of a model for Roma employment 1.2. Specialists' team formation, work organization, training and coordination 1.3. Employment and social services delivery to target group	UNDP Lithuania, Ministry of Social Security and Labour	xxxxx xxxxx xxxxx
Output 2 Positive opinion of the employers and the society towards Roma stimulated through sensitization programme and trainings at enterprises Baseline: negative attitude towards Roma by employers and society at large Indicators: number of companies/employers undergoing public awareness programme;	Targets (2009-2012) 2.1. 60 employers/companies are trained and undergo awareness programme	2.1. Support and promotion of tolerant working environment through trainings for employers and enterprise personnel (including publicity)	UNDP Lithuania, Ministry of Social Security and Labour	xxxxx <i>(plus xxxxx for publicity purposes)</i>

IV. ANNUAL WORK PLAN BUDGET SHEET

Year: 2009

EXPECTED OUTPUTS <i>And baseline, indicators including annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET		
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount
<p>Output 1</p> <p>Roma inclusion into labour market supported through development of a set of measures enabling them to find and secure workplaces</p> <p><i>Baseline:</i> no coherent approach for Roma inclusion into labour market; low official Roma employment rate</p> <p><i>Indicators:</i> methodological guidelines developed; number of social workers educated to work with the target group; number of Roma coached by the social workers</p> <p><i>Targets:</i> Three methodological publications published; 15 social workers educated; 80 Roma receive social services</p> <p><i>Related CP outcome: Outcome 10</i></p>	1.1. Development of a model for Roma employment		X	X	X	UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	National consultants, contractual services, supplies.	xxxxx
	1.2. Specialists' team formation, work organization, training and coordination		X	X	X	UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	Contractual services, national consultants.	xxxxx
	1.3. Employment and social services delivery to target group		X	X	X	UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	Contractual services, national consultants, miscellaneous expenses, supplies.	xxxxx

<p>Output 2</p> <p>Positive opinion of the employers and the society towards Roma stimulated through sensitization programme and trainings at enterprises</p> <p>Baseline: negative attitude towards Roma by employers and society at large</p> <p>Indicators: number of companies/employers undergoing public awareness programme;</p> <p><i>Targets: 20 companies/employers educated</i></p> <p><i>Related CP outcome: n/a</i></p>	<p>2.1. Support and promotion of tolerant working environment through trainings for employers and enterprise personnel (including publicity)</p>					<p>UNDP Lithuania, Ministry of Social Security and Labour</p>	<p>ESF funds</p>	<p>International consultants, contractual services, miscellaneous expenses.</p>	<p>0</p>
<p>TOTAL</p>									<p>xxxxx</p>

Year: 2010

EXPECTED OUTPUTS <i>And baseline, indicators including annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET		
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount
<p>Output 1</p> <p>Roma inclusion into labour market supported through development of a set of measures enabling them to find and secure workplaces</p> <p>Baseline: no coherent approach for Roma inclusion into labour market; low official Roma employment rate</p> <p>Indicators: methodological guidelines developed; number of social workers educated to work with the target group; number of Roma coached by the social workers</p> <p><i>Targets:</i> Three methodological publications published; 15 social workers educated; 80 Roma receive social services</p> <p><i>Related CP outcome: n/a</i></p>	1.1. Development of a model for Roma employment	X	X	X	X	UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	National consultants, contractual services, supplies.	xxxxx
	1.2. Specialists' team formation, work organization, training and coordination	X	X	X	X	UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	Contractual services, national consultants.	xxxxx
	1.3. Employment and social services delivery to target group	X	X	X	X	UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	Contractual services, national consultants, miscellaneous expenses, supplies.	xxxxx
<p>Output 2</p> <p>Positive opinion of the employers and the society towards Roma stimulated through sensitization programme and trainings at enterprises</p> <p>Baseline: negative attitude towards Roma by employers and society at large</p> <p>Indicators: number of companies/employers undergoing public awareness programme;</p> <p><i>Targets:</i> 60 companies/employers educated</p> <p><i>Related CP outcome: n/a</i></p>	2.1. Support and promotion of tolerant working environment through trainings for employers and enterprise personnel (including publicity)				X	UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	International consultants, contractual services, miscellaneous expenses.	xxxxx
TOTAL									xxxxx

Year: 2011

EXPECTED OUTPUTS <i>And baseline, indicators including annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET		
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount
<p>Output 1</p> <p>Roma inclusion into labour market supported through development of a set of measures enabling them to find and secure workplaces</p> <p>Baseline: no coherent approach for Roma inclusion into labour market; low official Roma employment rate</p> <p>Indicators: methodological guidelines developed; number of social workers educated to work with the target group; number of Roma coached by the social workers</p> <p><i>Targets:</i> Three methodological publications published; 15 social workers educated; 80 Roma receive social services</p> <p><i>Related CP outcome: n/a</i></p>	1.1. Development of a model for Roma employment	X	X	X		UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	National consultants, contractual services, supplies.	xxxxx
	1.2. Specialists' team formation, work organization, training and coordination	X	X	X	X	UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	Contractual services, national consultants.	xxxxx
	1.3. Employment and social services delivery to target group	X	X	X	X	UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	Contractual services, national consultants, miscellaneous expenses, supplies.	xxxxx
<p>Output 2</p> <p>Positive opinion of the employers and the society towards Roma stimulated through sensitization programme and trainings at enterprises</p> <p>Baseline: negative attitude towards Roma by employers and society at large</p> <p>Indicators: number of companies/employers undergoing public awareness programme;</p> <p><i>Targets:</i> 60 companies/employers educated</p> <p><i>Related CP outcome: n/a</i></p>	2.1. Support and promotion of tolerant working environment through trainings for employers and enterprise personnel (including publicity)	X	X	X	X	UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	International consultants, contractual services, miscellaneous expenses.	xxxxx
TOTAL									xxxxx

Year: 2012

EXPECTED OUTPUTS <i>And baseline, indicators including annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET		
		Q1	Q2	Q3	Q4		Funding Source	Budget Description	Amount
<p>Output 1</p> <p>Roma inclusion into labour market supported through development of a set of measures enabling them to find and secure workplaces</p> <p>Baseline: no coherent approach for Roma inclusion into labour market; low official Roma employment rate</p> <p>Indicators: methodological guidelines developed; number of social workers educated to work with the target group; number of Roma coached by the social workers</p> <p><i>Targets:</i> Three methodological publications published; 15 social workers educated; 80 Roma receive social services</p> <p><i>Related CP outcome: n/a</i></p>	1.1. Development of a model for Roma employment					UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	National consultants, contractual services, supplies.	0
	1.2. Specialists' team formation, work organization, training and coordination	X				UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	Contractual services, national consultants.	xxxxx
	1.3. Employment and social services delivery to target group	X				UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	Contractual services, national consultants, miscellaneous expenses, supplies.	xxxxx
<p>Output 2</p> <p>Positive opinion of the employers and the society towards Roma stimulated through sensitization programme and trainings at enterprises</p> <p>Baseline: negative attitude towards Roma by employers and society at large</p> <p>Indicators: number of companies/employers undergoing public awareness programme;</p> <p><i>Targets:</i> 60 companies/employers educated</p> <p><i>Related CP outcome: n/a</i></p>	2.1. Support and promotion of tolerant working environment through trainings for employers and enterprise personnel (including publicity)	X				UNDP Lithuania, Ministry of Social Security and Labour	ESF funds	International consultants, contractual services, miscellaneous expenses.	xxxxx
TOTAL									xxxxx

V. MANAGEMENT ARRANGEMENTS

The project is falling under the thematic competence (reducing social risks and social exclusion of vulnerable groups) of the Ministry of Social Security and Labour. UNDP Lithuania will act as overall responsible party for Project's implementation, while Project partners are: 1) Vilnius City Social Assistance Center; 2) Public Institution "SOPA"; 3) Public Institution "Roma Community Center". Due to specificity of funding source (European Social Fund resources), all payments for the Project will be directly processed by UNDP Lithuania (under Direct Agency Implementation modality), in line with the UNDP Programming for Results Management User Guide. UNDP Lithuania will be responsible for:

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- Administration of the Project
 - Project Procurement process in line with UNDP and ESF rules
 - Overall quality assurance of project activities and products
 - Consultancy and expert support necessary at various phases of the project implementation
 - Project's publicity activities
 - Ensuring that project is managed as per UNDP rules and regulations
 - Ensuring reporting to ESF agency as per agreed templates.
 - Knowledge management: codification of knowledge and good practices

A **Project Board** will be established to take responsibility for making executive management decisions for a project when guidance is required by the Project manager, including approval of project revisions. The Project Board will be comprised of the representative of UNDP Lithuania, and the representatives of Project Partners. In order to ensure UNDP's ultimate accountability, Project Board decisions should be made in accordance to standards that shall ensure best value to money, fairness, integrity transparency and effective international competition. In case a consensus cannot be reached, final decision shall rest with the UNDP Programme Manager. Based on the approved annual work plan (AWP), the Project Board may review and approve project quarterly plans when required and authorizes any major deviation from these agreed quarterly plans. It is the authority that signs off the completion of each quarterly plan as well as authorizes the start of the next quarterly plan. It ensures that required resources are committed and arbitrates on any conflicts within the project or negotiates a solution to any problems between the project, European Social Fund (ESF) Agency and other external bodies. In addition, it approves the appointment and responsibilities of the Project Manager.

The Group's key roles will be as follows:

- (a) Executive role will be performed by the representative of UNDP Lithuania.
- (b) Senior Beneficiary role will be held by appointed partner representative.

In addition and independently from the Project Board's role **Project Assurance role** will be important for the smooth project implementation. This will support the Project Board by carrying out objective project oversight and monitoring functions. During the Running a Project process, this role will ensure that the appropriate project management milestones are managed and completed. Head of UNDP Office in Lithuania will perform this function.

VI. MONITORING FRAMEWORK AND EVALUATION

Within the annual cycle

- Quarterly progress reports shall be submitted by the Project Manager to the Project Board through Project Assurance, using a template developed for this purpose and derived from a standard format available in Atlas. The template includes reporting on achievements, planned activities, risks log, incurred and planned expenditure.
- ESF specific progress and final report as outlined in the Agreement (annually and final report)
- A project Lessons-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
- To complement the above, an annual project review will be conducted during the fourth quarter of year as a basis for assessing the performance of the project. In the last year, this review will be a final assessment. This review will be driven by the Project Board and may involve other stakeholders as required. It shall focus on the extent to which progress is being made towards outputs, and that these remain aligned to appropriate outcomes.

Quality Management for Project Activity Results

OUTPUT 1: Roma inclusion into labour market supported through development of a set of measures enabling them to find and secure workplaces		
Activity Result 1 (Atlas Activity ID)	1.1. Development of a model for Roma employment	Start Date: May 2009 End Date: September 2011
Purpose	Develop a comprehensive methodological approach (in a form of guidelines and training modules) for addressing issues of inclusion of Roma people into labour market, as well as absorb best practices from other European countries applied in the field.	
Description	Selecting and recruiting experts for preparation of texts. Drafting of methodological guidelines for inclusion of Roma people into labour market: nature of employment and social services to be delivered. Methodology is also elaborated together with partners from other EU countries through a series of study tours and internships.	
Quality Criteria	Quality Method	Date of Assessment
Methodological publications (guidelines and training modules for social workers) published in timely and cost-effective manner at the same time incorporating green procurement as much as project funds allow.	Physical delivery of the publications	Immediately upon carrying out the activity
Activity Result 2 (Atlas Activity ID)	1.2. Specialists' team formation, work organization, training and coordination	Start Date: April 2009 End Date: March 2012
Purpose	Establish a team of specialists and experts to work with the target group.	
Description	Selecting and employment of a team of approximately 15 social workers and experts. Provision of continuous training on specificities of work with the target group.	
Quality Criteria	Quality Method	Date of Assessment
Number of specialists and experts trained	Trainee lists	By the end of the Project
Activity Result 3 (Atlas Activity ID)	1.3. Employment and social services delivery to target group	Start Date: June 2009 End Date: March 2011
Purpose	Support selected number of Roma people by individual coaching, training, targeted advice and assistance that enable them to find and secure workplaces	
Description	Search and selection of participants; support the target group in job search; development of social skills of Roma people; vocational training	

	of the target group	
Quality Criteria	Quality Method	Date of Assessment
At least 80 Roma people received social and employment services	Report	By the end of the Project
OUTPUT 2: Positive opinion of the employers and the society towards Roma stimulated through sensitization programme and trainings at enterprises		
Activity Result 1 (Atlas Activity ID)	2.1. Support and promotion of tolerant working environment through trainings for employers and enterprise personnel	Start Date: November 2010 End Date: January 2012
Purpose	Change prevailing opinion of potential employers/companies towards Roma to more positive acceptance; enhance tolerant working environment.	
Description	Identification and selection of companies to be targeted; selection of trainers; elaboration of specific training modules for employers; delivery of training to staff of selected companies; delivery of training to management teams of the selected companies.	
Quality Criteria	Quality Method	Date of Assessment
Number of companies/employers trained	Report	By the end of the Project

VII. LEGAL CONTEXT

This project document shall be the instrument referred to as such in Article I of the SBAA between the Government of Lithuania and UNDP, signed on 12 July 1993.

This project document shall be the instrument envisaged in the Supplemental Provisions to the Project Document, attached hereto.

VIII. ANNEXES

Risk Analysis:

OFFLINE RISK LOG

Project Title: Face Roma: Innovative ways of Roma inclusion into labour market	Award ID:	Date:
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#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Mngt response	Owner	Submitted, updated by	Last Update	Status
1	Lack of interest among the target group (Roma)	12 03 2009	Organizational	Difficulties in ensuring quality of project implementation content P = 3 I = 3	Engagement of local actors in project activities: SOPA Roma community center As assistants to social workers, persons of Roma decent will be engaged	Lina Jankauskienė	Lyra Jakuleviciene	12 03 2009	No change
2	Unfavorable situation in the Lithuanian labour market affecting interest of companies	12 03 2009	Financial	Difficulties in engaging companies/employers in project activities P = 3 I = 3	Promotion of adaptive project management principles Engagement of Global Compact Lithuania network	Lina Jankauskienė	Lyra Jakuleviciene	12 03 2009	No change

Agreements:

Attached to this project document is an agreement with annexes signed between UNDP, Ministry of Social Security and Labour and ESF Agency on 12 March 2009, which forms a basis for signing this project document.